DOCUMENT RESUME

ED 052 350 VT 013 452

| | |
|---|---|
| TITLE | Female Unemployment in Four Urban Centers. A Study of Female Unemployment in Newcastle, Wollongong, Geelong and Elizabeth. |
| INSTITUTION | Australian Dept. of Labour and National Service, Perth. |
| PUB DATE | 70 |
| NOTE | 47p.; Labor Market Studies No. 3 |
| AVAILABLE FROM | Department of Labour and National Services, 125 Swanston Street, Melbourne, Victoria, Australia 3000 |
| EDRS PRICE | EDRS Price MF-$0.65 HC-$3.29 |
| DESCRIPTORS | Employment Problems, *Females, *Foreign Countries, *Industrial Structure, Job Market, *Job Placement, Surveys, *Unemployment, Urban Areas |
| IDENTIFIERS | *Australia |

ABSTRACT

A special survey was conducted of all females registered as unemployed in the Employment Districts of Newcastle and Wallongong in New South Wales, Geelong in Victoria and Elizabeth in South Australia. In addition to the principal findings and conclusions of the study, this report includes an examination of the main reasons for female unemployment together with a consideration of possible ways to reduce the problem. The results indicated that the incidence of registered female unemployment in the four areas was relatively severe and that the insufficiency of opportunities was mainly attributed to an imbalance in the industrial structure. The more detailed results of the study are presented separately for each of the four areas and include relevant statistical tables. (Author/GEB)

ED052350

Labour Market Studies, No. 3

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

# FEMALE UNEMPLOYMENT IN FOUR URBAN CENTRES

*A Study of Female Unemployment in Newcastle, Wollongong, Geelong and Elizabeth*

DEPARTMENT OF LABOUR AND NATIONAL SERVICE
Melbourne 1970

*As the Department completes studies on various aspects of employment and the labour market, the results of which could be expected to be of general interest, they will be published in this series.*



2

## FOREWORD

This study of the female employment situation in Newcastle, Wollongong, Geelong and Elizabeth is based upon a paper prepared in the Department of Labour and National Service for the National Labour Advisory Council* in August 1969. It is being published at the suggestion of the Council which considers that the findings are of general interest and should be made available on a wider basis. It is hoped that this publication will promote a greater understanding of some of the problems associated with female employment and unemployment in the larger urban areas outside the capital cities in Australia.

The Department expresses its appreciation to the Australian News and Information Bureau, the South Australian Housing Trust, Jacksons Corio Meat Packing Pty. Ltd., Huyck Australia Pty. Ltd., and Colonial Mutual Life Assurance Society Ltd., for their co-operation in making available the photographs included in this study.

* The National Labour Advisory Council is the body through which national representatives of employer organisations, trade unions and the Commonwealth Government consult together on employment, industrial relations and related industrial and economic matters.
Through the Minister for Labour and National Service, who is its chairman, the Council advises the Commonwealth Government and the Department of Labour and National Service on labour matters.



3

**CONTENTS**


Page

**Part I**

Introduction ..... 1

Summary ..... 4

**Part II**

Principal Findings and Conclusions of the Study

The female employment situation ..... 5

The male employment situation ..... 11

Main reasons for female unemployment ..... 13

Possible ways of easing female unemployment ..... 18

**Part III**

Results of the Study in Detail

Newcastle, New South Wales ..... 25

Wollongong, New South Wales ..... 29

Geelong, Victoria ..... 33

Elizabeth, South Australia ..... 38

PART I

## INTRODUCTION

During most of the post-war period the incidence of unemployment in Australia has been higher among women than among men.[1] In 1969, for example, female unemployment averaged 1.5 per cent of the total female labour force while male unemployment averaged 1.0 per cent of the male labour force.

And yet job opportunities, taken in the aggregate, have been more plentiful for females than for males. Thus, in 1969 female employment increased by 5.9 per cent and there were on average 11.5 unfilled vacancies registered with the Commonwealth Employment Service for every 1000 females in the labour force; in contrast, male employment increased by 3.0 per cent and there were on average 7.4 unfilled vacancies for every 1000 males in the labour force.

The problem of female unemployment arises not because of an overall insufficiency of jobs but largely because of a maldistribution of available jobs. In other words, job vacancies and job applicants are not as well "matched" in the case of females as in the case of males.

Such disparity between the unemployed and unfilled vacancies can arise for two main reasons:

- an imbalance between the geographical distribution of labour demand and labour supply;
- an imbalance between the pattern of skills, experience and qualifications held by job seekers, and the specifications of jobs which are available.

The geographical imbalance affects females more particularly than males. This is so for two reasons. First, females tend to be concentrated in white collar and light manual occupations, and such jobs tend to be relatively scarce outside metropolitan (capital city) areas. Second, females — especially married women and young girls — are usually less able or willing to move to other areas, i.e. they are less mobile than males.

There is also some degree of occupational imbalance among females. This is chiefly because of shortages in particular occupations which do not appear to be attracting sufficient trainees or experienced workers. For example,

[1] Throughout this publication unemployed persons and unfilled vacancies refer to unemployed persons and unfilled job vacancies registered with District Employment Offices of the Commonwealth Employment Service.

over one-third of all the unfilled vacancies for females held by the Commonwealth Employment Service during 1969 were for nurses and clothing, textile and footwear operatives (chiefly clothing machinists) and 26 per cent were in sales and clerical positions. In contrast, less than 3 per cent of the unemployed females registered with the Commonwealth Employment Service were seeking employment as nurses or clothing, textile and footwear operatives and more than 54% were looking for sales and clerical jobs. This occupational imbalance is most evident in the capital cities.

In order to throw some light on the nature and causes of female unemployment, the Department of Labour and National Service studied the employment situation in the Employment Districts of Newcastle and Wollongong in New South Wales, Geelong in Victoria and Elizabeth in South Australia.[1] At the time of the study, these centres had the largest number of females unemployed outside the metropolitan areas of Australia.

The study looked at the general pattern of employment in each area, and included such matters as population size, the industrial and occupational distribution of the labour force, the structure of industry, and the major employers of female labour.

In order to obtain detailed information on female unemployment in these areas the Department conducted a special survey of all females registered as unemployed[2] with the four District Employment Offices concerned on Friday, 13th June 1969. The unemployed were classified according to age, nationality, education, occupation sought, marital status and period for which they had been registered as unemployed. District Officers were also asked to select the main reason for non-placement in employment. Similar information was obtained in respect of females registered for part-time work.[3]

Part II of this publication contains the principal findings and conclusions of the study and includes an examination of the main reasons for female unemployment in the four areas concerned, together with a consideration of possible ways by which this unemployment might be reduced. The more detailed results of the study, presented separately for each of the four areas and including relevant statistical tables, are provided in Part III.

[1] The Employment Districts of these four areas extend beyond the urban environs of the cities; a description of the areas included in these Employment Districts appears in Part III. In the case of Elizabeth, in order to bring the employment situation into better perspective, it was found necessary to exclude from consideration the extensive rural area served by that District Employment Office.

[2] Unemployed were defined as persons who when registering with the Commonwealth Employment Service claimed that they were not employed and were seeking regular full-time work, and who were recorded as still unplaced on the day of the survey. They included those referred to employers with a view to engagement and any who had obtained employment without notifying the Commonwealth Employment Service. Married women who came within the above definition were recorded as unemployed, irrespective of whether their husbands were employed. All recipients of Unemployment Benefit were also included.

[3] Persons seeking only part-time work are registered by the Commonwealth Employment Service and receive the same assistance as those seeking full-time employment but are not included in the Department's statistics of unemployed persons.

*Women at work in an Adelaide electrical firm.*

*The electrical industry provides employment for many women in Australia. The establishment of more light manufacturing industries in the four centres examined in this report would help towards providing a better balance between male-employing and female-employing industries.*

## SUMMARY

Among the main findings and conclusions of the study, the following points emerge very clearly:

- The incidence of registered female unemployment in the four areas studied was relatively severe, i.e. it was high by comparison with male unemployment in these same areas; high by comparison with female unemployment in the capital cities; and often (although less conclusively) high by comparison with female unemployment in country areas as a whole in the respective States.

- The proportion of the female population in the labour force was smaller in the four areas than in the capital cities.

- The average duration of female unemployment was markedly longer in these four areas than in the capital cities.

- In the opinion of the Department's District Officers, the principal factor delaying placement of the female unemployed was a lack of sufficient local employment opportunities. Personal characteristics such as age, language problems and physical or mental disabilities affected the placement of about one-fifth of the unemployed. Only a small proportion were considered difficult to place because of lack of adequate education or skill.

- The rate of economic growth in the four areas has not been slow relative to other areas. The evidence suggests that in recent years the level of employment (male or female) has grown in these four areas at rates comparable with those of their respective States as a whole; but there has also been a substantial increase in the female labour force.

- The insufficiency of female employment opportunities can be mainly attributed to an imbalance in the industrial structure. This imbalance is most evident in the Wollongong, Geelong and Elizabeth areas where predominantly female-employing industries, such as light manufacturing and tertiary, have not developed at the same rate as industry generally.

- Some ways of easing female unemployment in these areas include —

- improving transport facilities to areas where suitable work is available — possible chiefly at Elizabeth and Geelong;

- opening some of the traditionally male occupations to women—Newcastle and Wollongong appear to offer most scope for this;

- extending the range of local industry by encouraging female-intensive industries to establish or expand activities in the areas.

## PART II

## PRINCIPAL FINDINGS AND CONCLUSIONS

### The Female Employment Situation

The main findings from the Department's study of female employment in the Newcastle, Wollongong, Geelong and Elizabeth areas are reported below; where possible, some comparisons are made with the capital cities and country districts in the particular States.

Looking first at female unemployment, the Department's special survey of 13th June 1969 showed that 2,572 women and girls were registered for full-time employment in the four District Employment Office areas.[1] There were 552 registered at Newcastle, 694 at Wollongong, 706 at Geelong and 620 at Elizabeth. Expressed as a percentage of the estimated female labour force in each area,[2] unemployed females represented 2.0 per cent of the labour force at Newcastle, 3.5 per cent at Wollongong, 3.9 per cent at Geelong and 7.1 per cent at Elizabeth. In all four areas, but particularly at Elizabeth, the female unemployment rates were higher than the corresponding State figure at end-June 1969, at which date the rates were estimated to be 1.2 per cent for New South Wales, 1.0 per cent for Victoria and 1.8 per cent for South Australia.

As is evident from Figure 1, the incidence of female unemployment in Newcastle, Wollongong, Geelong and Elizabeth was higher than in the respective capital cities, and, in the case of the last three districts, higher also than in country areas[3] as a whole in their respective States.

The state of demand for female labour in the four areas is also apparent from Figure 2. As can be seen from the graphs, there were many more unemployed females registered for every job vacancy at Newcastle, Wollongong, Geelong and Elizabeth than in the corresponding metropolitan areas. The ratio of unemployed to vacancies was also higher in the four areas studied than in country areas. It is possible however, that in some of the smaller country centres a relatively high proportion of married women do not register for employment in the belief that suitable jobs are not available. In other words, unemployment may be more "hidden" in country areas.[4]

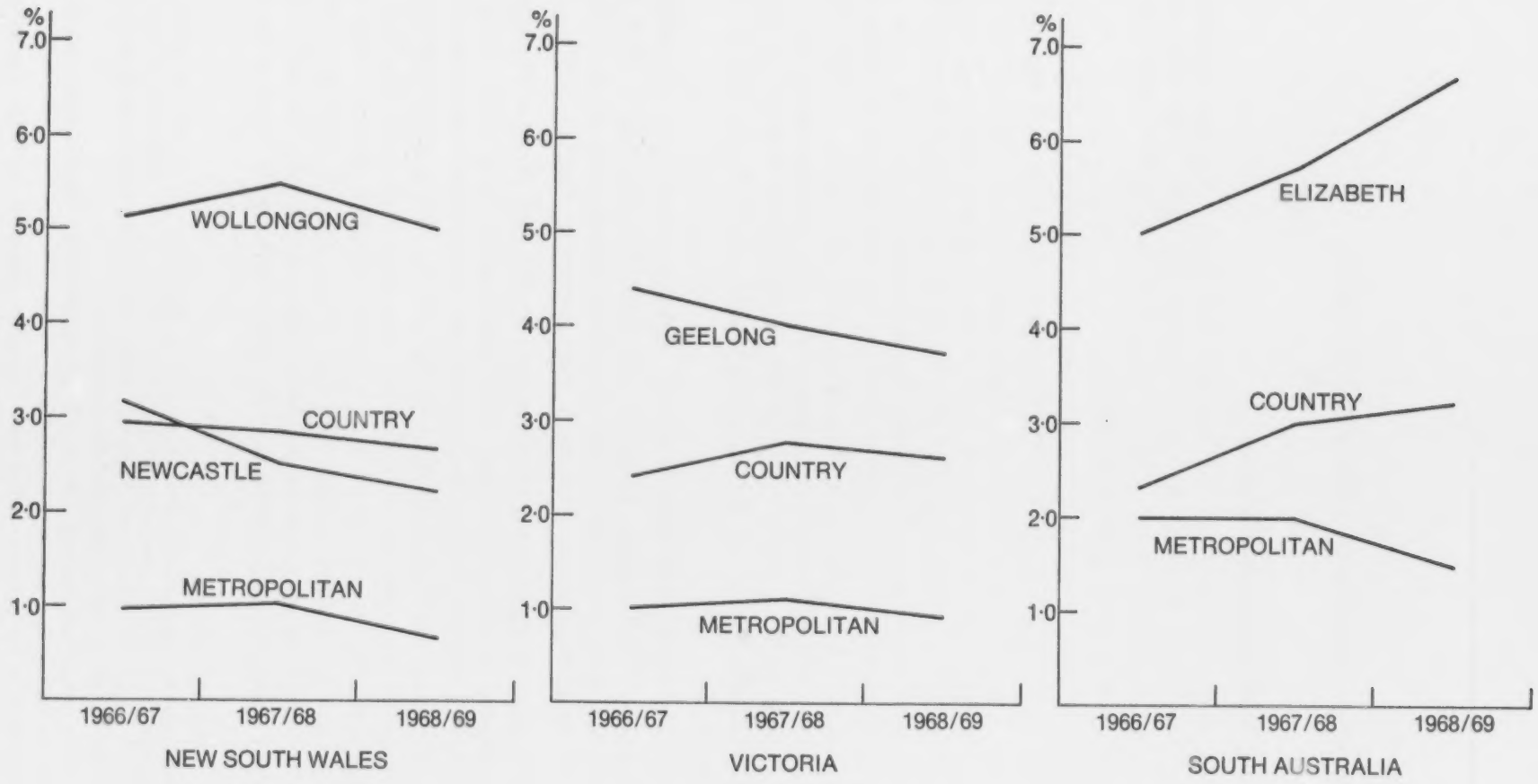
[1] See footnote 1, page 2.

[2] Unemployment percentages quoted in this publication are based on labour force estimates calculated by adjusting 1966 Census labour force participation rates, in the light of recent experience, and applying these rates to the latest available population data published by the Commonwealth Statistician.

[3] "Country areas" are defined here as all non-metropolitan District Employment Office areas, including the four areas studied.

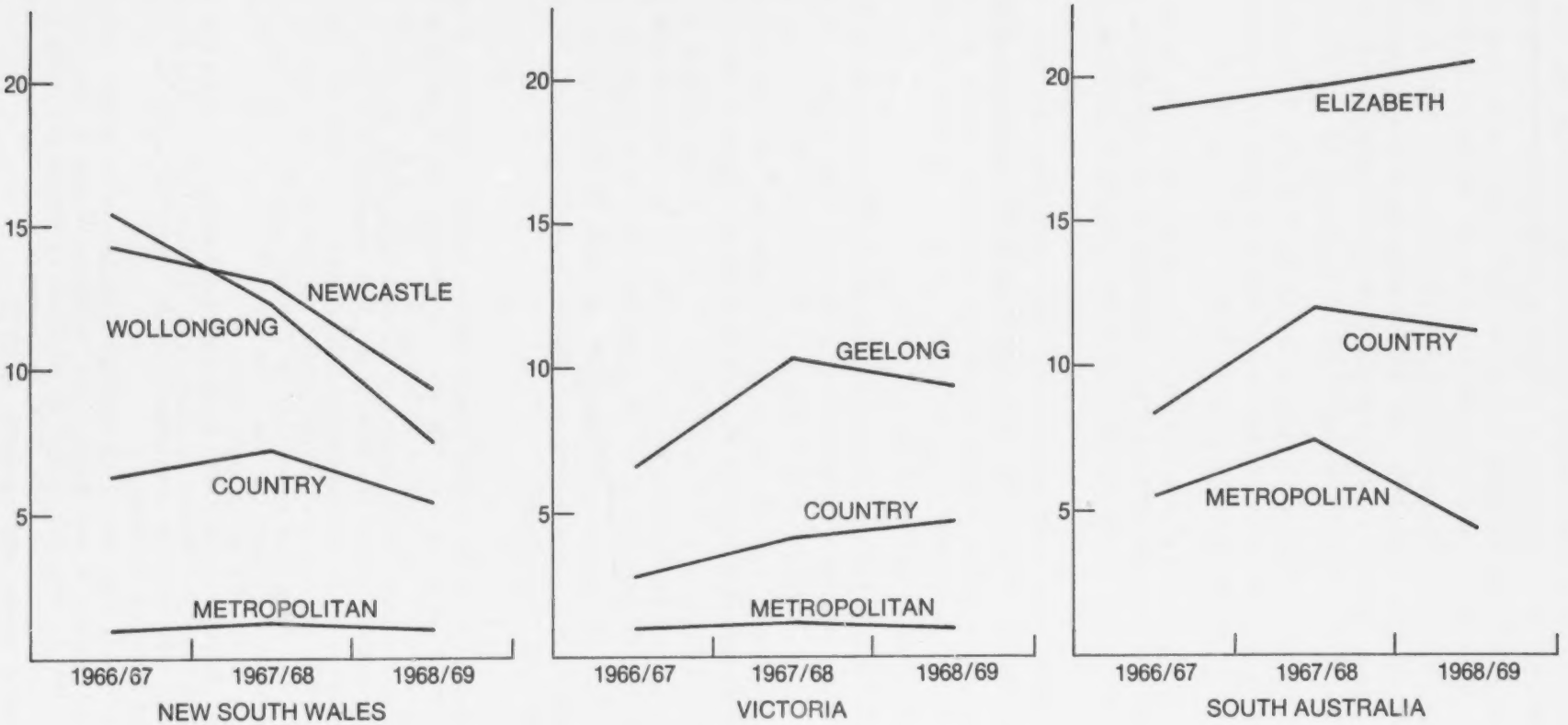
[4] It should also be borne in mind that vacancies registered with the Commonwealth Employment Service are only indicative of trends in labour demand and do not represent total demand for labour in a particular area.

**FIGURE 1. FEMALE UNEMPLOYMENT PERCENTAGES—1966/67 TO 1968/69[1] BY DISTRICT EMPLOYMENT OFFICE AREA**




1. Average of the end-month unemployment figures for each of the three years, expressed as a percentage of the estimated female labour force.

## FIGURE 2. RATIOS OF UNEMPLOYED FEMALES TO JOB VACANCIES FOR FEMALES[1] — 1966/67 TO 1968/69




1. The data for calculating these ratios were obtained by averaging for each twelve-month period the end-month statistics of unemployed females registered with the Commonwealth Employment Service and unfilled vacancies for females.

The relative over-supply of female labour may also have contributed towards a lowering of the female labour force participation rate (i.e. the proportion of the female population at work or seeking work) in the four districts. It is significant, for example, that at the 1966 Census, in the four areas studied, the proportion of the female population in the labour force was lower than in the corresponding capital cities.[1] The percentages were 20 per cent and 19 per cent for Newcastle and Wollongong respectively compared with 30 per cent in Sydney; 21 per cent for Geelong compared with 30 per cent in Melbourne and 22 per cent for Elizabeth as against 26 per cent in Adelaide.[2]

It seems reasonable to assume that if the strength of demand for female labour in the four areas studied was closer to that in the capital cities, more females would be attracted into the labour force in these areas.

Turning to the characteristics of the unemployed, the survey found that married women represented a high proportion of the unemployed at Elizabeth where they were almost 60 per cent of the total. In Wollongong and Geelong the corresponding proportions were approximately 45 per cent and 40 per cent respectively while in Newcastle the proportion who were married was only about 13 per cent. The low proportion at Newcastle was probably linked to the relatively low migrant content of the female population in the area.[3] This aspect is referred to again below. In all areas about two-thirds of the married women had children.

The special survey showed some marked differences in the migrant content of the female unemployed in each area. The highest proportion was recorded at Elizabeth where migrants represented 70 per cent of the total. The proportion was 43 per cent at Wollongong, 41 per cent at Geelong and 8 per cent at Newcastle. These variations in migrant content among female unemployed partly reflect differences in the migrant content of the female population of the four areas. For example, at the 1966 Census 52 per cent of the female population in the Elizabeth area was made up of migrants, three times the national average of 17 per cent. In Wollongong, Geelong and Newcastle, the corresponding proportions were 25 per cent, 18 per cent and 11 per cent, respectively.

[1] A consequence of this is that females form a smaller proportion of the total (male and female) labour force in these four areas than in the corresponding capital cities. At the 1966 Census females comprised 25%, 23% and 27% of the total labour force in Newcastle, Wollongong and Geelong respectively as against 33% in both Sydney and Melbourne; and 29% in Elizabeth compared with 31% for Adelaide.

[2] The Newcastle and Wollongong percentages were lower than that for country areas as a whole in New South Wales (21%); the Geelong percentage (at slightly more than 21%) was a little higher than in Victorian country areas (just under 21%); in Elizabeth the participation rates were somewhat higher than in South Australian country areas (22% as against 21%).
Sydney, Melbourne and Adelaide Metropolitan Statistical Divisions are those used by the Commonwealth Bureau of Census and Statistics for the 1966 Census. Data for Adelaide were adjusted to exclude Elizabeth, which lies within the Adelaide Metropolitan Statistical Division.

[3] The relatively high rate of labour force participation by migrant women, especially married women, is well known. See "Working Women in Australia" Background Paper No. II, prepared for H.R.H. the Duke of Edinburgh's Third Commonwealth Study Conference, Australia 1968, by Professor J. I. Martin and Mrs. C. M. G. Richmond, passim, and especially pp. 20-22.

Only in Newcastle was a majority (almost two-thirds) of the unemployed females under 21. In the other three areas the proportion under 21 was less than 40 per cent. Corresponding State proportions at end-June 1969 were New South Wales 44 per cent, and 40 per cent in both Victoria and South Australia.

Most of the unemployed in the four areas had been registered for periods of less than three months, the proportion ranging from 72 per cent at Geelong to 83 per cent at Wollongong. However, as in country areas generally, the average duration of unemployment was markedly longer in the four areas studied than in the corresponding capital cities. This is shown in the following table:

**TABLE 1 — PERCENTAGE OF UNEMPLOYED ADULT AND JUNIOR FEMALES REGISTERED FOR 3 MONTHS OR LONGER AT 13th JUNE 1969**

| Area | Adults % | Juniors (under 21) % | All females % |
|---|---|---|---|
| **N.S.W. District Employment Offices:** | | | |
| All metropolitan districts | 5 | 4 | 5 |
| All country districts | 19 | 24 | 21 |
| Newcastle | 22 | 28 | 26 |
| Wollongong | 14 | 22 | 17 |
| **Victorian District Employment Offices:** | | | |
| All metropolitan districts | 9 | 4 | 8 |
| All country districts | 20 | 24 | 22 |
| Geelong | 26 | 31 | 28 |
| **S.A. District Employment Offices:** | | | |
| All metropolitan districts | 16 | 15 | 16 |
| All country districts | 27 | 32 | 29 |
| Elizabeth | 26 | 29 | 27 |

It is noteworthy that in country areas the proportion registered for three months or longer was higher in the case of junior girls than in the case of adult women, whereas no such tendency was discernible in the capital cities.

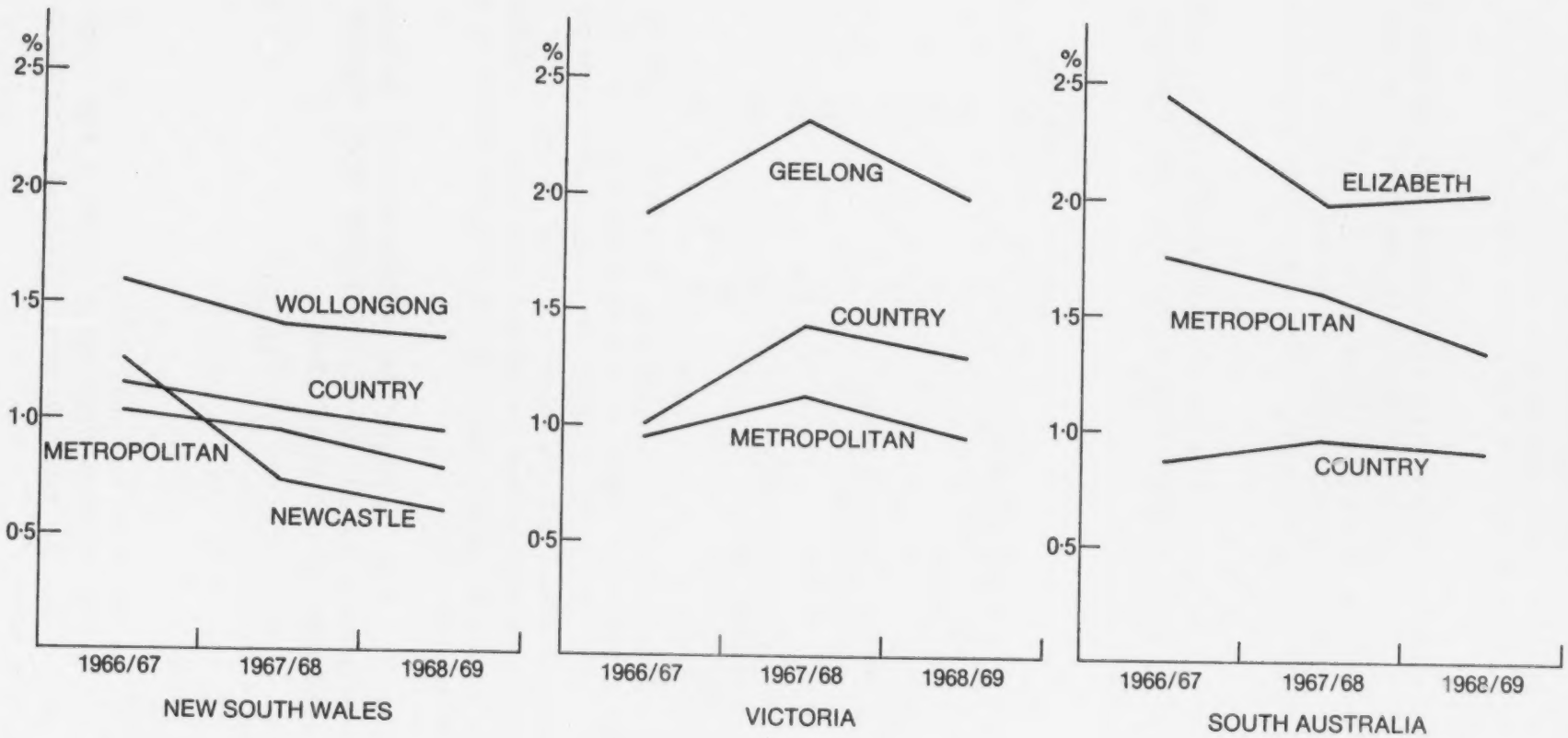
Married women did not remain registered as long as the non-married — possibly because married women are more likely to withdraw from the labour force if no suitable employment is available. Details are given in the following table:

**TABLE 2 — PERCENTAGE OF UNEMPLOYED MARRIED AND NON-MARRIED FEMALES REGISTERED FOR THREE MONTHS OR LONGER AT 13th JUNE 1969**

| District Employment Office Area | Married % | Non-married % |
|---|---|---|
| Newcastle | 3 | 29 |
| Wollongong | 4 | 27 |
| Geelong | 13 | 38 |
| Elizabeth | 21 | 36 |

At Elizabeth where married women formed a high proportion of the unemployed, they also tended to remain registered rather longer than in the other three areas.

**FIGURE 3. MALE UNEMPLOYMENT PERCENTAGES—1966/67 TO 1968/69[1] BY DISTRICT EMPLOYMENT OFFICE AREA**




1. Average of the end-month unemployment figures for each of the three years, expressed as a percentage of the estimated male labour force.

In addition to females registered for full-time employment, females seeking part-time work[1] were registered in appreciable numbers at Geelong (105) and Wollongong (83). There were 44 registered at Elizabeth and 43 at Newcastle. However, the number seeking part-time work represented less than 1 per cent of the estimated female labour force in each area. The main characteristics of females seeking part-time work were:—most were married, they tended to be in the older age groups, and most had not been placed in employment principally because of the restrictions they imposed on hours of work and the distance they were prepared to travel.

**The Male Employment Situation**

In order to put the female employment situation in proper perspective it is necessary also to examine the employment position for males in the Newcastle, Wollongong, Geelong and Elizabeth areas.

By comparison with the female employment situation, the numbers of males registered as unemployed in the four areas were relatively small, although the position varied between the areas. At end-June 1969 registered unemployed males represented 0.7 per cent of the estimated male labour force at Newcastle, 1.3 per cent at Wollongong, 1.7 per cent at Geelong and 1.5 per cent at Elizabeth.

Figure 3 shows the average yearly rates of male unemployment during the past three years in the four areas, and in the metropolitan and all country areas of the respective States. Over the period the employment situation for males has been particularly tight at Newcastle. In 1967/68 and 1968/69 the average male unemployment rate was lower in Newcastle than in the Sydney metropolitan area. It has also been moderately tight in Wollongong — but less so in the Geelong and Elizabeth areas.

The situation in Newcastle and Wollongong has been marked by persistent shortages of skilled and semi-skilled metal and electrical tradesmen. Shortages of skilled metal tradesmen have also been evident at Geelong. The following table shows the supply/demand situation for skilled metal and electrical tradesmen and for semi-skilled male workers in the four areas during 1969, as indicated by statistics of the Commonwealth Employment Service.

**TABLE 3 — UNEMPLOYED ADULT MALES AND VACANCIES FOR ADULT MALES REGISTERED WITH THE COMMONWEALTH EMPLOYMENT SERVICE: MONTHLY AVERAGE FOR 1969**

| District Employment Office Area | Skilled Metal and Electrical Trades | | All Semi-skilled Occupations | |
|---|---|---|---|---|
| | Unemployed persons | Job vacancies | Unemployed persons | Job vacancies |
| Newcastle | 14 | 98 | 108 | 247 |
| Wollongong | 36 | 69 | 136 | 221 |
| Geelong | 40 | 89 | 202 | 108 |
| Elizabeth | 30 | 21 | 101 | 36 |

[1] See footnote 3, on page 2.

**FIGURE 4. THE PROPORTION OF THE FEMALE POPULATION IN THE LABOUR FORCE IN THE FOUR URBAN CENTRES AND THE CORRESPONDING CAPITAL CITIES, 1966 CENSUS**

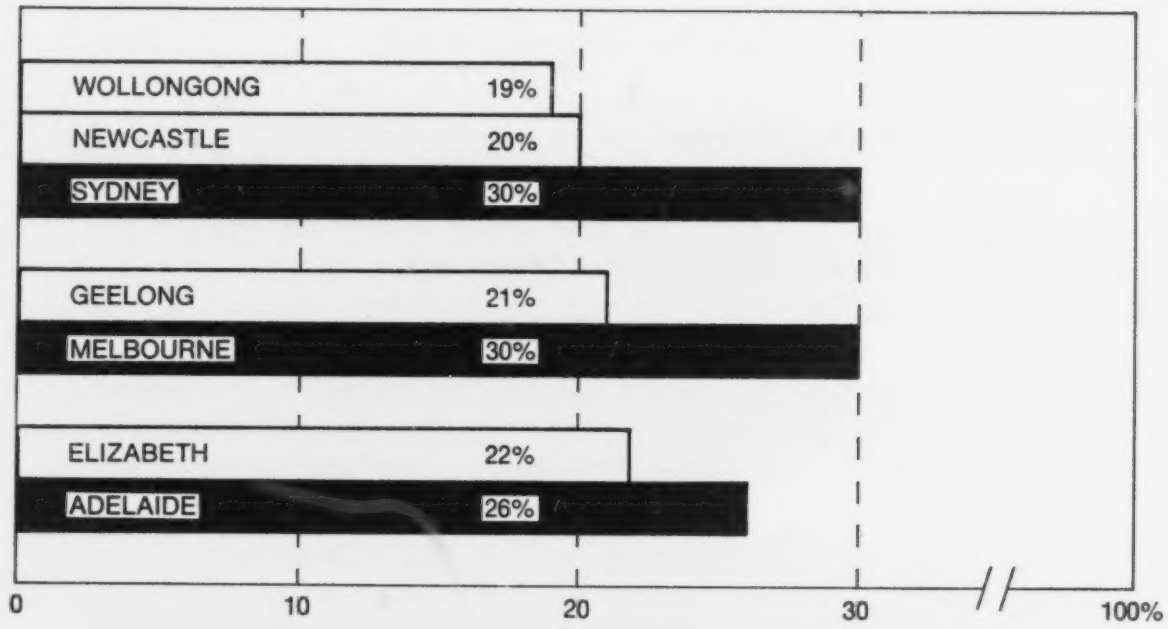
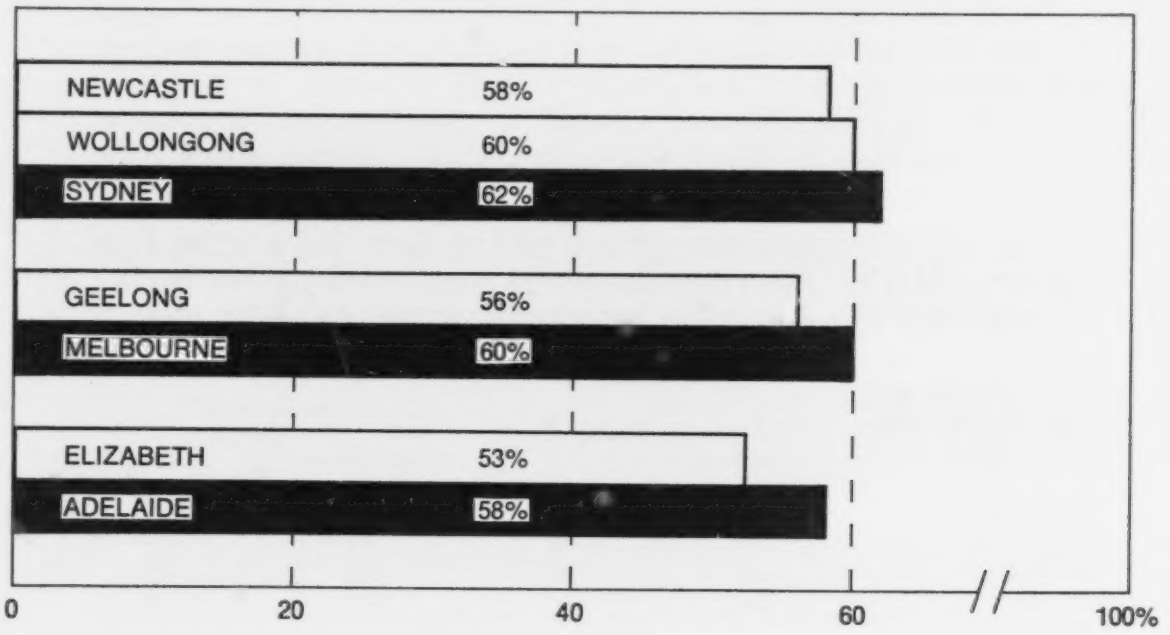



**FIGURE 5. THE PROPORTION OF THE MALE POPULATION IN THE LABOUR FORCE IN THE FOUR URBAN CENTRES AND THE CORRESPONDING CAPITAL CITIES, 1966 CENSUS**




SOURCE: COMMONWEALTH STATISTICIAN

Another aspect of the male situation as compared with the female is the extent of participation in the labour force. The 1966 Census revealed that male labour force participation rates in the four areas studied were closer to those in the respective capital cities than was the case with female rates (as shown in Figures 4 and 5), a reflection, no doubt, of the greater demand for male labour in those areas. At Newcastle and Wollongong the male rates were 58 per cent and 60 per cent respectively compared with 62 per cent in the Sydney metropolitan area; at Geelong it was 56 per cent compared with 60 per cent in Melbourne and at Elizabeth 53 per cent as against 58 per cent for Adelaide.

**Main Reasons for Female Unemployment**

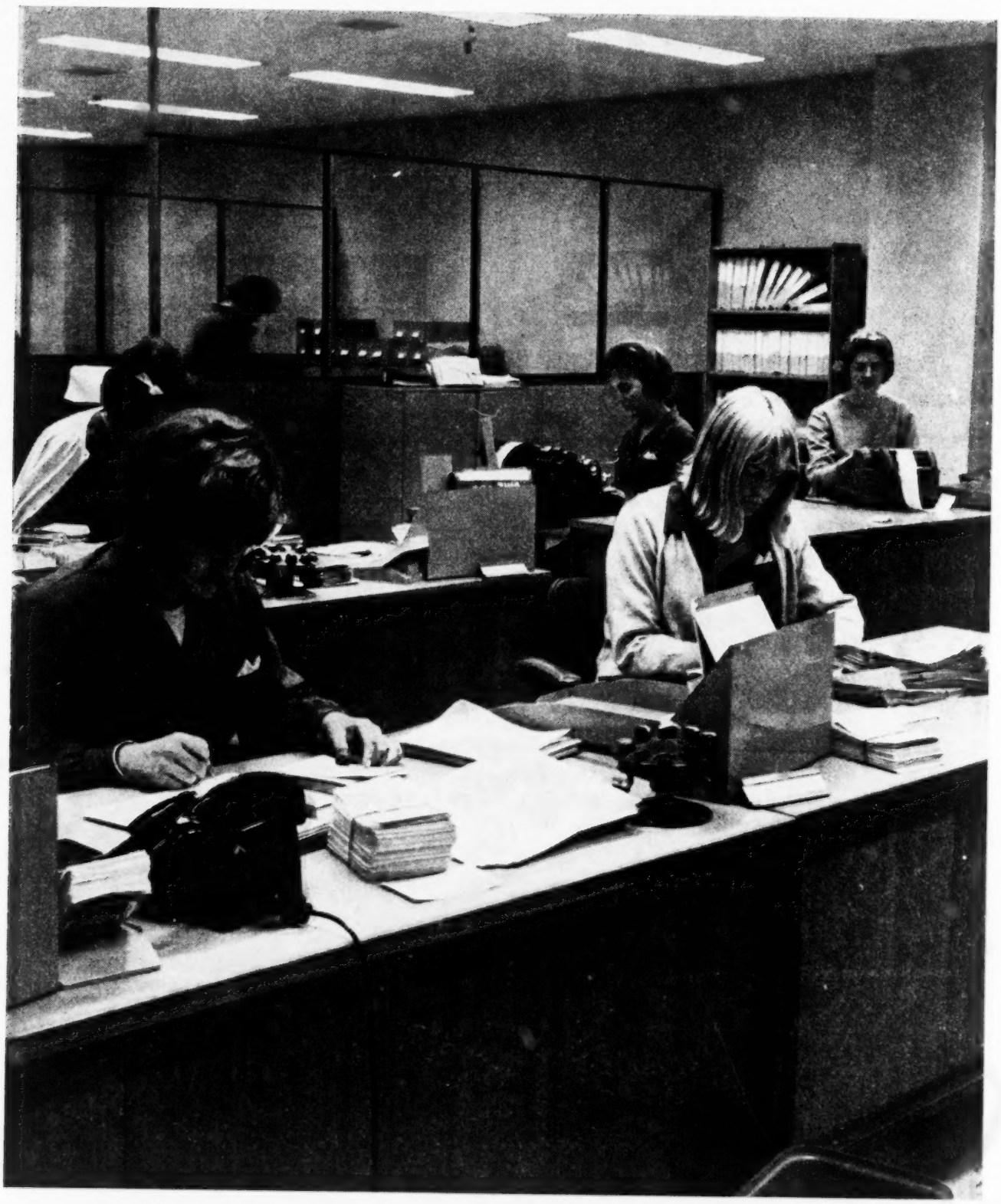
Considering the buoyant economic and labour market conditions which prevailed generally in Australia at the time of the survey, unemployment among females in the four areas under review can hardly be attributed to an insufficiency of general effective demand in the economy as a whole. The reasons are most likely to be associated with some particular factor or factors in the areas themselves.

In order to identify some of these factors it is useful to examine the characteristics of the females who were registered as unemployed. The special survey of 13th June 1969 provided information on the type of work the unemployed females were seeking, their educational standard and the District Officers' assessments of the main reason why they were unplaced.[1]

Since tertiary industry provides the bulk of employment for female labour[2] it is not surprising to find that of the unemployed females registered at Newcastle, Wollongong, Geelong and Elizabeth at 13th June 1969, the largest group in each area sought office and sales positions, occupations which are generally more plentiful in tertiary industry. The proportions were — 54 per cent at Newcastle, 40 per cent at Wollongong, 38 per cent at Geelong and 46 per cent at Elizabeth. Sizable proportions were also registered for semi-skilled and unskilled factory work at Wollongong (31 per cent), Geelong (37 per cent) and Elizabeth (38 per cent).

[1] There are two factors which should be borne in mind when considering the results of this survey. First, while most of the data is factual, the information relating to "main reason for non-placement" is partly subjective. Several factors could be tending to delay placement and the choice of one principal reason in such cases becomes a matter of personal judgment. Second, it should be noted that the data relating to occupational grouping merely indicate the type of work which each unemployed person sought at the time of registration; people can be, and frequently are, placed in other occupations where these are both suitable and available.

[2] At the 1966 Census, tertiary industry employed 66% of the female labour force in New South Wales, 61% in Victoria and 69% in South Australia. Corresponding percentages for the four areas studied were: 76% at Newcastle, 68% at Wollongong, 64% at Geelong and 60% at Elizabeth.
A recent study carried out by the Department of Labour and National Service of twenty-four centres in New South Wales with a population of 10,000 and over, revealed a significant degree of correlation between the proportion of the total labour force employed in tertiary industry and the participation rates of females over 25 years of age. It was found that the greater the proportion of the labour force in tertiary industry, the higher the female labour force participation rate.



*At Newcastle more than half of the unemployed females registered for employment sought office or sales positions. The proportions were also high at the other three centres.*

A very large proportion of the unemployed (ranging from 77 per cent at Geelong to 91 per cent at Wollongong) had not completed more than three years of secondary education. However, on the assessment of the District Officers, lack of education, skill or experience was not a major factor delaying placement in any of the areas. The highest proportion so assessed was at Newcastle (22 per cent) where large numbers of girls under 21 were registered.

The proportion considered difficult to place because of personal factors such as age, language problems and physical or mental disabilities accounted for about a fifth or less of the unemployed in three of the four areas; the proportion was somewhat higher at Geelong (34 per cent).

The most commonly given principal reason for delay in placement, accounting for three-fifths or more of the unemployed in each area, was that no suitable work appeared to be available within reasonable travelling distance. It is evident that most of the females were unemployed because of a lack of sufficient suitable employment opportunities.

Although the evidence is sparse, there is nothing to indicate that the rate of employment growth in the particular districts has been sluggish relative to other districts. By using available population and labour force data, and by making a number of assumptions and estimates relating to recent labour force participation rates and the proportion of the unemployed who register with the Commonwealth Employment Service, it is possible to obtain an approximate measure of the rate of growth of employment in the four areas studied during recent years. The figures are shown in the following table.

**TABLE 4 — CHANGES IN EMPLOYMENT AND UNEMPLOYMENT 1966 to 1969**

| District Employment Office Area | Estimated Annual Rate of Growth in Employment 1966-1969 | | Proportion of Female Labour Force Registered as Unemployed with the Commonwealth Employment Service | |
|---|---|---|---|---|
| | Males | Females | June 1966 | June 1969 |
| | % | % | % | % |
| Newcastle | 1.8 | 4.5 | 3.1 | 2.9 |
| Wollongong | 3.5 | 6.2 | 5.4 | 3.5 |
| **All New South Wales** | 2.1 | 4.6 | 1.6 | 1.2 |
| Geelong | 1.6 | 4.0 | 4.4 | 3.9 |
| **All Victoria** | 1.7 | 4.1 | 1.2 | 1.0 |
| Elizabeth | 5.0 | 6.7 | 6.3 | 7.1 |
| **All South Australia** | 1.7 | 4.1 | 2.2 | 1.8 |

As Table 4 shows, in recent years the numbers in employment have grown in these four areas at rates comparable with those of their respective States as a whole. However, whilst the demand for female labour has risen strongly, so too has the female labour force. As a result, although there has been some improvement (except in Elizabeth), the rate of female unemployment in the four areas has remained comparatively high. Moreover, as noted earlier, the fact that the female labour force participation rate has been lower in the four areas than in the capital cities, suggests the possibility of relatively more "hidden" unemployment.

It can be said, therefore, that despite a rapid growth in employment opportunities the four areas are still suffering from an insufficiency of demand for female labour. The principle reason for this insufficiency is to be found in the industrial and occupational structure of the areas.

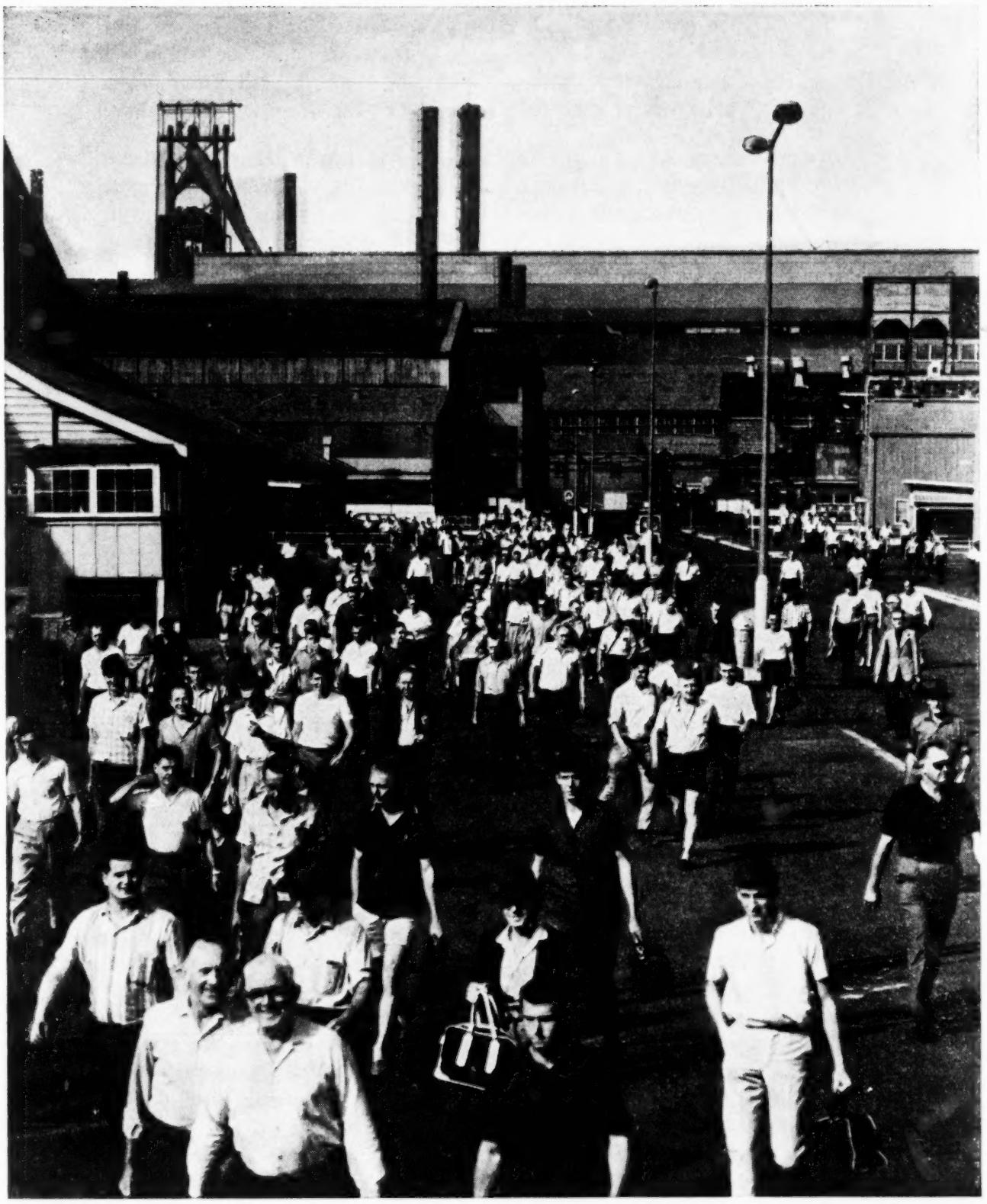
At Newcastle, where the incidence of female unemployment is noticeably lower than in the other areas, the industrial structure is reasonably well balanced. While heavy manufacturing (which includes iron and steel production, heavy engineering, and shipbuilding and repair) is the dominant industry in the area, there has also been some development of light manufacturing, particularly in clothing and textile, electrical goods, and food processing. These provide proportionately more employment for females than does heavy industry. Further, tertiary industry, which is a major employer of female labour, is well developed in the area.

Industrial development at Wollongong, on the other hand, has centred around heavy manufacturing and has not featured a similar expansion of light manufacturing industry. Further, while tertiary industry is reasonably well developed, it is less developed than in Newcastle and does not provide the same volume of employment opportunities in relation to population. As a result, the range of employment opportunities available to females in the area is somewhat limited. This partly explains why Wollongong's labour force has the lowest female content of the four areas studied. Unless in the future there can be a higher rate of expansion in the tertiary and lighter manufacturing sectors in the area the present structural imbalance will probably continue.

Geelong is not a heavy industrial centre in the same sense as Newcastle or Wollongong. Nevertheless, apart from textile firms in the area, Geelong's large manufacturing firms (producing chiefly motor vehicles and components, agricultural machinery, aluminium, fertilisers, petroleum and by-products) all employ mainly male labour. There are also light manufacturing industries in the district, but these have not developed to an extent where they can absorb all the female labour available for this type of work. Tertiary industry in the area is fairly well developed but as in Wollongong does not provide enough employment opportunities in relation to the population.

The situation at Elizabeth again differs in emphasis. Although the largest industrial establishments in the area are predominantly male-employing (e.g. establishments producing motor vehicles and components or engaged in government research and development projects), there has also been considerable development of light manufacturing industry (producing household appliances, clothing, electrical equipment and metal goods) which offers reasonable scope for the employment of females. However, tertiary industry has not developed to the same extent and employment of this kind is mainly in the retail trade and community services such as local government, health and education. The close proximity of Elizabeth to Adelaide would seem to be the reason for this.

It would appear that the areas with the highest female unemployment rates at the time of the survey (i.e. Wollongong, Geelong and Elizabeth) were also those with the greater imbalance in their industrial structure.



*Employees leaving an iron and steel plant in Newcastle.*

*Heavy industries, particularly iron and steel, are a feature of both Newcastle and Wollongong. They are predominantly male-employing and offer little opportunity for women in the area seeking work. A better balance of heavy and light industry would reduce female unemployment.*

The question arises whether, in addition to an inadequate supply of jobs for females, there was also in these areas a structural imbalance within the female labour market arising from a disparity between the skill requirements of available female jobs and the skills possessed by the unemployed females.

At the time of the survey there was little evidence of this type of occupational imbalance in the four areas studied, although, in common with most other areas of Australia, there was some shortage of trained nurses, and at Wollongong some difficulty was experienced in obtaining girls as clothing machinists.

**Possible Ways of Easing Female Unemployment**

If the demand for female labour in a particular locality is not capable of absorbing all females who have indicated they wish to work, there are, in principle, two ways of ameliorating the situation (assuming re-location is not practical or desirable). One is to provide, where feasible, convenient transport to other localities where suitable employment is available. The other is to extend the range of local employment opportunities — either by broadening the range of occupations open to females, or by extending the range of local industries.

The four areas studied have been examined to determine the extent to which these type of remedies would be appropriate and effective.

**(a) Transport facilities**

The possibilities of transport to other localities vary widely in the four areas under consideration. Newcastle is not within daily travelling distance of any other important employment centre — indeed, Newcastle provides a substantial volume of employment opportunities for persons resident in the Maitland and Cessnock districts.

At the other extreme, Elizabeth is only 17 miles from Adelaide, closer to the metropolis than are many outer suburbs of Sydney and Melbourne. Many residents in the Elizabeth area do in fact travel to Adelaide and suburbs to work each day by train and bus as well as by private car. However, slightly more than one-fifth of females registered as unemployed at the District Office indicated they were unwilling to travel outside the Elizabeth area, for example to Adelaide or other nearby industrial areas, even if employment were available. Although these women indicated that they did not want to work outside the Elizabeth area, it is possible that at least some may be prepared to travel to other areas if improved transport facilities were made available, such as direct bus service from Elizabeth to particular industrial areas or firms. The viability of any such arrangements would also depend on the demand/supply situation for female labour in areas outside Elizabeth.

Geelong and Wollongong occupy an intermediate position. It seems that about 300 Geelong residents travel daily by train to Melbourne and many more by road. However, as the train trip to Melbourne takes about 70

minutes, daily commuting is not always a practicable proposition. Some job-seekers, particularly juniors, may also be reluctant to incur the expense of fares. However, as in the case of Elizabeth, the provision of special bus services direct from Geelong to firms in Melbourne's outer western suburbs may assist unemployed females resident in the Geelong urban area to obtain employment.

In the case of Wollongong, on the initiative of the District Officer some arrangements have been made for special buses to travel to specific employers in the outer Sydney suburbs of Milperra and Caringbah. At present the numbers are still relatively small (between 80 and 100 women) and it remains to be seen whether this will prove a viable proposition. A limited number of professional and white collar workers travel from Wollongong to Sydney by train each day but this is out of the question for most married women because of the time involved.

It appears therefore that, except in Elizabeth and perhaps Geelong, the scope for increasing female job opportunities by improving transport facilities is somewhat limited.

**(b) Broadening the range of occupations open to females**

Two main courses of action are possible in order to widen the range of occupations open to females. The first is to train or re-train the unemployed females in the four areas concerned in order to fit them for existing job vacancies for females.[1] This of course, pre-supposes some disparity between the skills of the unemployed and the skill requirements of the job vacancies. However, the study of the areas revealed that the situation was rather one of a general lack of demand for female labour, with comparatively small numbers of unfilled job vacancies being registered for females. Without some general improvement in female job opportunities the scope for training or re-training of the unemployed would be rather limited in these areas, although some useful results would still be possible.[2]

The second course of action would be to consider the placing of unemployed females in job vacancies usually filled by males. This is more likely to occur when the male labour market is fairly tight, i.e. the demand for males is in excess of the available supply in at least some occupational groups, and more particularly in occupations where the employment of female labour would be practicable. As mentioned earlier, at the end of June 1969 the male unemployment rate was 0.7 per cent in the Newcastle Employment District, 1.3 per cent in Wollongong, 1.7 per cent in Geelong and 1.5 per cent in Elizabeth and there were shortages of many types of male skilled and semi-skilled workers in the first two areas. On this basis, it seems that there would be at least some scope for opening more occupations to females in Newcastle and Wollongong; in Geelong and Elizabeth the demand for male labour would

[1] Alternatively it may be possible to train or re-train female workers who are already in employment to enable them to move into higher grade jobs and thereby open up jobs for less skilled female workers who are unemployed.

[2] Since the special survey at 13th June 1969, a shortage of female clothing machinists has become apparent in the Wollongong area. This situation may offer scope for the training or re-training of some of the unemployed.

probably need to strengthen a little before anything more than a marginal increase in the range of occupations open to females could take place.

Of hardly less importance, social and work attitudes of employers, unions and the women themselves must change to the extent of recognising the possibilities of employing females in a wider range of jobs. At the same time, this could require examination of instances of industrial legislation and awards which restrict hours of work and entry of women in respect of certain occupations. The provisions of special training, where necessary, to equip females to carry out the work required should also be considered.

As far as can be ascertained, there is little evidence of many females moving into predominantly male occupations in the four districts under review. There are some examples of females carrying out work previously performed only by males in Newcastle and Wollongong, but this has not been at all widespread. Females have been engaged in small numbers as bank tellers, taxi drivers, bread carters, driveway attendants at supermarkets and car parks, lift drivers and men's hairdressers; also as process workers in sawmilling, the manufacture of wood products, furniture, furnishings, and light machinery, and in abattoirs and tanneries.

**(c) Extending the range of local industry**

In the four areas studied the major problem has been the uneven development of the industrial structure, and the consequent scarcity of job opportunities for females. This problem could be alleviated if predominantly female-employing firms moved into these areas or if existing firms with a relatively large female labour force stepped up their rate of expansion.

However, if such developments are to occur, certain conditions must exist, and some of these conditions are not the same — in the short-run at least — as those required for broadening the range of occupations open to females. As mentioned earlier, females are more likely to be employed in jobs usually performed by males when the male labour market is fairly tight; but an important condition for the expansion of female-employing industries in the area is that there should be a reasonably adequate supply of suitable male labour, as even firms employing mostly females still need a certain proportion of males in their labour force. In two of the four districts studied (Newcastle and Wollongong) there is a shortage of many types of skilled male labour which may act as a constraint on the expansion of existing firms, and may even deter new firms from establishing in the area. In the other districts the position is slightly easier.

Nevertheless, the problem of scarce skilled labour, to the extent that it exists, is not insurmountable. It can be eased for example by local training or by attracting skilled workers from other areas or from overseas. It should not be seen as a major obstacle to the creation of new female employment opportunities in the districts under survey.

The basic difficulty is to convince leaders of industry that the economic and other advantages of non-metropolitan location (higher labour productivity

*". . . the major problem has been the uneven development of the industrial structure and the consequent scarcity of job opportunities for females".*
*Women with suitable abilities are available for work in industries such as the pharmaceutical industry (above) which employs many women in the metropolitan area.*

in many cases, shorter journeys to work, less traffic congestion, etc) are sufficient to offset the very real advantages offered by the capital cities (proximity to large markets, access to suppliers, availability of a large range of amenities, etc).

The need is a dual one — to educate and inform businessmen as to the opportunities available outside the cities and where it is felt that a divergence exists between "social" and "private" costs and benefits, to provide them with financial inducements to decentralised location.

Although the Commonwealth Government's general economic policies are directed towards the attainment of an overall high rate of economic growth with high levels of employment, there are limitations on the extent to which the Commonwealth may promote development of particular areas within the States. In practice, it has been primarily a responsibility of State Governments to provide direct encouragement to industry and development generally in particular areas of their State.[1]

The Governments of the three states concerned (New South Wales, Victoria and South Australia) have established special administrative machinery to assist and promote industrial development outside the capital cities.[2]

There are also local bodies for the purpose of encouraging industrial development in Newcastle, Wollongong and Geelong. In Elizabeth this function is performed by the Chamber of Commerce. The Salisbury and Elizabeth Municipal Councils are also interested in encouraging industrial development.

[1] However, on the general matter of decentralisation the Commonwealth maintains liaison with State Governments through the Commonwealth/State Officials Committee on Decentralisation. This body was established by the 1964 Premiers' Conference and has undertaken or commissioned a number of basic research studies some of which have already been completed. The overriding purpose of such studies is to determine the parameters within which effective decentralisation projects might be undertaken, having regard to the overall priorities of economic development.

[2] The arrangements differ slightly in each case. In New South Wales, the Department of Decentralisation and Development administers the State Development and Country Industries Assistance Act (1966) which provides for assistance to industry establishing in country areas. The cities of Newcastle and Wollongong, as well as the County of Cumberland (i.e. the Sydney metropolitan area) are excluded from its scope. However, the Act provides for assistance in the establishment of industries up to the boundaries of the city of Newcastle and for Wollongong, with its unique geographical problems, a Special Fund was established in 1968 to provide assistance to predominantly female-employing manufacturing firms (i.e. those with 75 per cent female employment) which commence or expand business in Wollongong.
Victoria has a Division of State Development within the Premier's Department which negotiates financial concessions to reduce establishment and operating costs for industries setting up in country areas outside a radius of fifty miles from Melbourne. Although this limitation excludes Geelong from the financial concessions, the Division of State Development encourages the establishment of industries in Geelong by assisting firms in the selection of suitable sites and by providing information on facilities available at various locations.
In South Australia, the Industrial Development Branch of the Premier's Department is concerned to attract industry to the State generally and to assist the expansion of existing industry. It provides technical assistance and industrial location data, and assistance in the form of provision of factory premises through the South Australian Housing Trust on the basis of lease and option to purchase; the government may also guarantee loans to firms from recognised financial institutions. The Branch's activities are not limited to any specific areas and firms wishing to commence operations in the Elizabeth area could be eligible for the above forms of assistance.

In view of the importance of tertiary industry as an employer of female labour, efforts also need to be directed at this sector as well as at manufacturing industry.

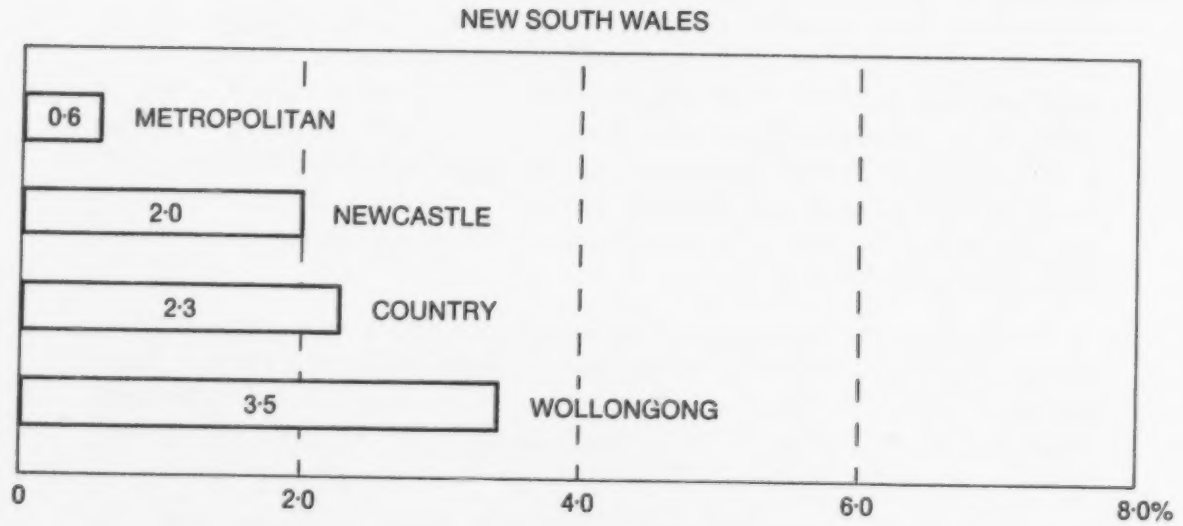
In some of the areas several recent developments have occurred which are likely to improve employment opportunities for females. At Wollongong, two clothing firms expanding production expect to provide employment for an extra 200 females in 1970. Another firm making electrical fittings anticipates engaging a further 50 females during 1970. A major manufacturer of electric and electronic appliances and equipment which recently constructed a new plant may provide more employment opportunities for females in the near future as planned expansion of activities progresses. All of these firms have received assistance under the New South Wales Government's assistance arrangements for Wollongong.

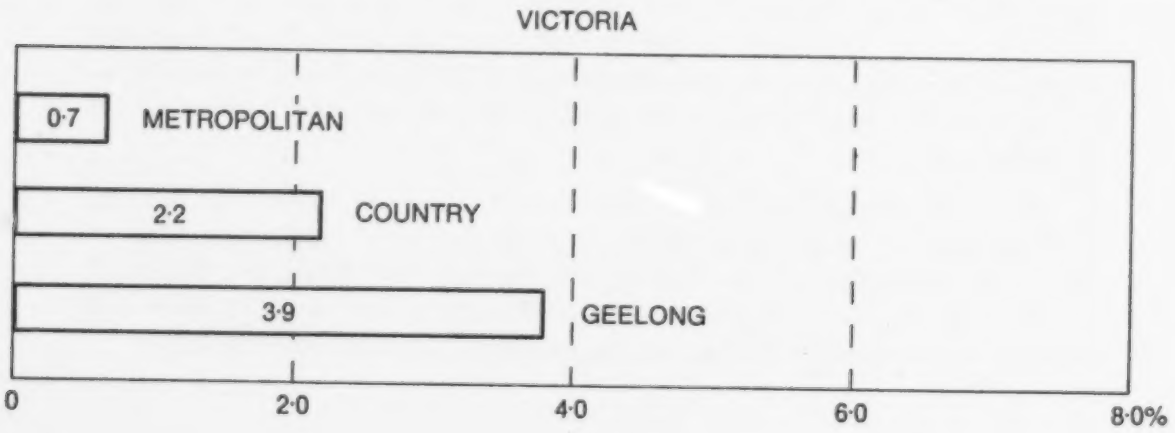
In Geelong, the expansion of a footwear factory, a new men's clothing factory and a new textiles firm resulted in some 300 extra females being employed late in 1969 and it is expected these firms will provide employment opportunities for a further 100 women during 1970. A new ball bearing factory to be constructed in 1970 will also provide some jobs for females.

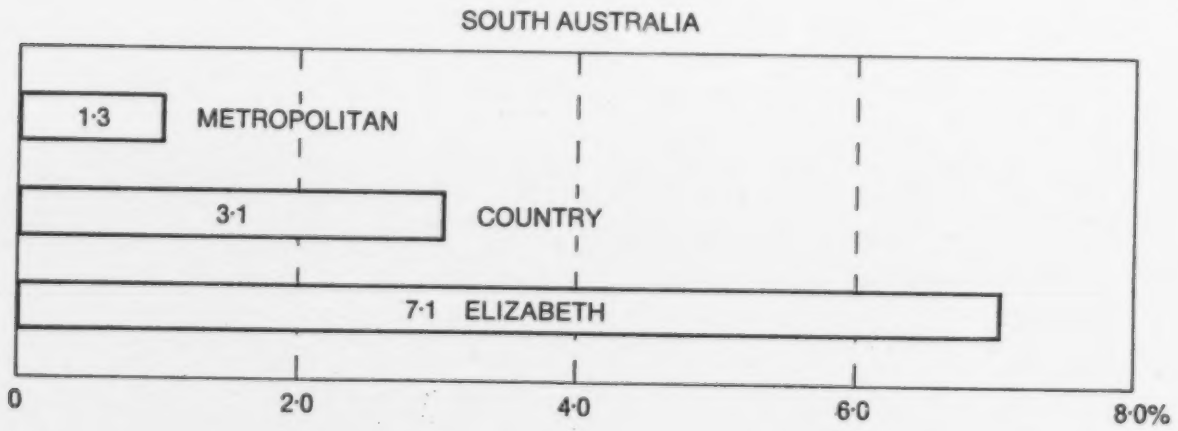
In Elizabeth a plastics factory has recently been established following the transfer of operations from Adelaide. Work has commenced on a washing machine factory and production may start early in 1971. Another plastics manufacturer plans to commence operations at Salisbury South by mid-1971. These firms are expected to provide some extra employment opportunities for females in the area.

These developments indicate that employment opportunities for females will increase to some extent during 1970 in the three areas most affected by female unemployment — Wollongong, Geelong and Elizabeth. However, before there can be a fundamental improvement in the situation there will need to be some major changes in the industrial structure of these areas.

## FIGURE 6. FEMALE UNEMPLOYMENT PERCENTAGES[1] — JUNE 1969 BY DISTRICT EMPLOYMENT OFFICE AREA




1. The number of unemployed females registered with the Commonwealth Employment Service expressed as a percentage of the estimated female labour force.

PART III

## RESULTS OF THE STUDY IN DETAIL

### *NEWCASTLE — NEW SOUTH WALES*

#### Patterns of employment

The city of Newcastle is situated 104 miles north of Sydney at the mouth of the Hunter River. It has good rail and road connections with Sydney and the nearby towns of Maitland and Cessnock. The District Employment Office at Newcastle serves an area of about 440 square miles which includes the City of Newcastle, the Shire of Lake Macquarie and a small part of Port Stephens Shire (including Williamtown and the township of Port Stephens).

At the end of June 1969, the population of the District Employment Office area was estimated[1] at 266,000 of whom 133,300 were females. At the time of the 1966 Census, about 11 per cent of the female population were not Australian-born, a considerably smaller proportion than for Australia as a whole (17 per cent). The labour force of the District Office area at end-June 1969 was estimated[2] to be about 105,200 of whom 28,100 were females.

The distribution of the labour force in the District by major industry and occupational groups is shown in Tables 5 and 6. For purposes of comparison the distribution for New South Wales as a whole is also shown.

Coal mining is a major industry in the area, and outside Sydney, Newcastle has the largest concentration of manufacturing industry in New South Wales. The dominant industries are iron and steel smelting and refining, and the manufacture of structural steel shapes, wire, tubes and sheet metal. Other important industries include heavy and light engineering, ship building and repair, chemicals, fertilisers, electrical goods, bricks, textiles, clothing, and food processing.

As shown in Table 5 the bulk of females are employed in Newcastle's relatively well developed tertiary industries which include retailing, banking and insurance, local government authorities, and health and education services. As can be seen in Table 6, the proportion of the female work force employed in sales and service occupations in the Newcastle area is higher than the corresponding proportion for New South Wales. There are also sizable numbers of females employed in manufacturing industries, principally in clothing, textiles, food processing and the manufacture of electrical goods.

Firms engaged in iron and steel smelting and refining, and in the manufacture of iron and steel products are very large employers of male labour in

1 Source: Commonwealth Statistician.

2 Estimates calculated by adjusting 1966 Census labour force participation rates in the light of recent experience and applying these rates to latest available population data.

the area, but female employees represent only 4 per cent of their total labour force.

**TABLE 5 — LABOUR FORCE OF THE NEWCASTLE DISTRICT EMPLOYMENT OFFICE AREA AND NEW SOUTH WALES, BY MAJOR INDUSTRY GROUPS, 1966 CENSUS**

| Major industry group | Newcastle | | New South Wales[1] | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Primary production, mining, etc. | 5 | 1 | 11 | 4 |
| Manufacturing | 47 | 17 | 33 | 25 |
| Building and construction | 11 | 1 | 12 | 1 |
| Tertiary | 36 | 76 | 42 | 66 |
| Other and indefinite | 1 | 5 | 2 | 4 |
| TOTAL | 100 | 100 | 100 | 100 |

[1] Excluding A.C.T.

**TABLE 6 — LABOUR FORCE OF THE NEWCASTLE DISTRICT EMPLOYMENT OFFICE AREA AND NEW SOUTH WALES, BY MAJOR OCCUPATIONAL GROUPS, 1966 CENSUS**

| Major occupational group | Newcastle | | New South Wales[1] | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Professional, technical, administrative and executive | 14 | 17 | 16 | 15 |
| Clerical | 7 | 29 | 8 | 31 |
| Sales | 5 | 17 | 6 | 12 |
| Farmers, miners, etc. | 4 | 1 | 9 | 4 |
| Craftsmen, process workers, labourers | 56 | 10 | 45 | 17 |
| Service, sport and recreation | 3 | 19 | 4 | 15 |
| Other (incl. armed services) | 11 | 7 | 12 | 6 |
| TOTAL | 100 | 100 | 100 | 100 |

[1] Excluding A.C.T.

**Patterns of unemployment**

At the date of the special survey, 13th June 1969, there were 552 females registered for full-time employment with the Newcastle District Office of the Commonwealth Employment Service. This represented 2.0 per cent of the estimated female labour force of the area, compared with 1.2 per cent for New South Wales as a whole. Of the 552 registered in the area only 73, or 13 per cent, were married and 48 of these had children. Nearly all (92 per cent) of the females registered as unemployed were Australian-born.

Tables 7-11 show an analysis of the unemployed females registered (married and non-married separately), according to age, duration of registration, education, occupation and main reason for non-placement in employment.

Table 7 shows that most of the unemployed females were unmarried and young. Nearly two-thirds (64 per cent) were under 21 years of age and these were largely single girls. A further 17 per cent were aged from 21 to 24 years.

Table 8 shows that none of the unemployed females had reached tertiary level but 16 per cent had completed four or more years of secondary education. The largest proportion (69 per cent) had completed two to three years of secondary education, while 11 per cent had only primary schooling.

***Females Registered as Unemployed at Newcastle District Employment Office — 13th June 1969***

**TABLE 7 — AGE DISTRIBUTION**

| Age group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 21 | 11 | 15 | 342 | 72 | 353 | 64 |
| 21—24 | 28 | 38 | 64 | 13 | 92 | 17 |
| 25—34 | 16 | 22 | 19 | 4 | 35 | 6 |
| 35—49 | 14 | 19 | 33 | 7 | 47 | 8 |
| 50 and over | 4 | 6 | 21 | 4 | 25 | 5 |
| TOTAL | 73 | 100 | 479 | 100 | 552 | 100 |

**TABLE 8 — LEVEL OF EDUCATION COMPLETED**

| Education level | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Primary | 8 | 11 | 50 | 10 | 58 | 11 |
| Secondary—1 year | 6 | 8 | 18 | 4 | 24 | 4 |
| —2 years | 11 | 15 | 121 | 25 | 132 | 24 |
| —3 years | 44 | 60 | 206 | 43 | 250 | 45 |
| —4 or more | 4 | 6 | 84 | 18 | 88 | 16 |
| Tertiary | — | — | — | — | — | — |
| TOTAL | 73 | 100 | 479 | 100 | 552 | 100 |

**TABLE 9 — DURATION OF REGISTRATION**

(a) By marital status

| Duration of registration | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month | 63 | 86 | 193 | 40 | 256 | 46 |
| 1 month and under 3 | 8 | 11 | 145 | 30 | 153 | 28 |
| 3 months and under 6 | 2 | 3 | 80 | 17 | 82 | 15 |
| 6 months and over | — | — | 61 | 13 | 61 | 11 |
| TOTAL | 73 | 100 | 479 | 100 | 552 | 100 |

(b) By age

| Duration of registration | Adults | | Juniors (under 21) | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month | 116 | 58 | 140 | 40 | 256 | 46 |
| 1 month and under 3 | 40 | 20 | 113 | 32 | 153 | 28 |
| 3 months and under 6 | 16 | 8 | 66 | 19 | 82 | 15 |
| 6 months and over | 27 | 14 | 34 | 9 | 61 | 11 |
| TOTAL | 199 | 100 | 353 | 100 | 552 | 100 |

A high proportion of the females had been registered as unemployed for relatively short periods. Table 9(a) shows that 46 per cent had been registered for less than one month, 74 per cent for less than three months and only 11 per cent for 6 months or longer.

Girls tended to be registered for longer periods than adults. Table 9(b) shows that 60 per cent of girls were registered for one month or longer whereas only 42 per cent of adult females were in the one month and over categories.

More than half the females (54 per cent) were registered for sales and office work, particularly for sales positions. These are shown in Table 10 under the broad occupational group "Clerical and Administrative". There were 28 per cent seeking unskilled and service work. Relatively few (13 per cent) sought semi-skilled factory work.

***Females Registered as Unemployed at Newcastle District Employment Office — 13th June 1969***

**TABLE 10 — MAJOR OCCUPATIONAL GROUPS**

| Occupational group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Professional | 2 | 3 | 28 | 6 | 30 | 5 |
| Clerical and administrative | | | | | | |
| — Typists | 20 | 27 | 24 | 5 | 44 | 8 |
| — Sales | 17 | 23 | 171 | 36 | 188 | 34 |
| — Other | 11 | 15 | 54 | 11 | 65 | 12 |
| Sub-total: clerical and administrative | 48 | 65 | 249 | 52 | 297 | 54 |
| Skilled manual | — | — | 1 | * | 1 | * |
| Semi-skilled factory | 7 | 10 | 65 | 14 | 72 | 13 |
| Unskilled and service | 16 | 22 | 136 | 28 | 152 | 28 |
| TOTAL | 73 | 100 | 479 | 100 | 552 | 100 |

* Less than 0.5%.

As Table 11 shows, most of the unemployed (57 per cent) were considered by the Newcastle District Officer to be unplaced chiefly because of a lack of suitable work within reasonable travelling distance. A further 22 per cent were regarded as having insufficient education, skill or experience to meet employers' requirements and 20 per cent were considered to be unplaced for a variety of personal factors.

**TABLE 11 — MAIN REASON FOR NON-PLACEMENT**

| Reason | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| No suitable work within reasonable travelling distance | 36 | 49 | 279 | 58 | 315 | 57 |
| Unable or unwilling to travel reasonable distance | — | — | 4 | 1 | 4 | 1 |
| Education, skill or experience not acceptable to employers | 23 | 31 | 99 | 21 | 122 | 22 |
| Personal characteristics | | | | | | |
| — Age | 3 | 4 | 13 | 3 | 16 | 3 |
| — Physical/mental condition | 2 | 3 | 33 | 7 | 35 | 6 |
| — Lack of English | 2 | 3 | 15 | 3 | 17 | 3 |
| — Other | 7 | 10 | 36 | 7 | 43 | 8 |
| Sub-total: personal characteristics | 14 | 20 | 97 | 20 | 111 | 20 |
| TOTAL | 73 | 100 | 479 | 100 | 552 | 100 |

**Females seeking part-time employment**

The survey showed that at 13th June 1969 there were 43 females registered for part-time employment with the Newcastle District Employment Office. Most of these (33) were married women.

The characteristics of females seeking part-time employment were mostly the same as those for females registered for full-time work but there were two main differences. First, those seeking part-time work were generally older than those seeking full-time employment. Secondly, the main reasons for non-placement were considered to be restrictions they had imposed on the hours they were willing to work and the distance they were prepared to travel. This applied to half the women seeking part-time employment. It does not follow, of course, that in the absence of such restrictions, these women seeking part-time work could have been readily placed in employment; secondary factors bearing on their acceptability to employers might then have become more relevant.

## *WOLLONGONG — NEW SOUTH WALES*

**Patterns of employment**

The City of Greater Wollongong is situated 52 miles south of Sydney. The District Employment Office at Wollongong serves the City of Greater Wollongong and the Municipalities of Kiama and Shellharbour, a total of 435 square miles.

The population of the District Employment Office area at the end of June 1969 was estimated[1] to be 196,300 of whom 94,200 were females. At the 1966 Census, 25 per cent of the female population in the Wollongong area was not Australian-born, compared with the Australian figure of 17 per cent. At end-June 1969 the labour force of the Wollongong District Employment Office area was estimated[2] to be about 81,100 of whom 19,600 were females.

Tables 12 and 13 show the distribution of the District's labour force at the 1966 Census according to major industry and occupational groups. For purposes of comparison the distribution for New South Wales is also shown.

Coal mining is a major industry of the area and the principal manufacturing firms are chiefly engaged in the smelting, refining and processing of iron and steel. Other major industries are heavy engineering, non-ferrous metals, fertilisers, industrial gases, coke, bricks and tiles, electrical equipment, rubber goods, clothing and textiles.

Most employment opportunities for women in manufacturing industry are in the production of clothing, textiles and rubber goods. The city of Wollongong is a leading commercial centre; the principal avenues for employment of females are in the retail trade and community services such as local government.

Among the largest firms in the iron and steel industry and in the main metal manufacturing establishments female employment represents only about 4 per cent of their total labour force.

[1] Source: Commonwealth Statistician.

[2] Estimates calculated by adjusting 1966 Census labour force participation rates in the light of recent experience and applying these rates to latest available population data.

## TABLE 12 — LABOUR FORCE OF THE WOLLONGONG DISTRICT EMPLOYMENT OFFICE AREA AND NEW SOUTH WALES, BY MAJOR INDUSTRY GROUPS, 1966 CENSUS

| Major Industry Group | Wollongong | | New South Wales [1] | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Primary production, mining etc. | 10 | 1 | 11 | 4 |
| Manufacturing | 54 | 24 | 33 | 25 |
| Building and construction | 10 | 1 | 12 | 1 |
| Tertiary | 25 | 68 | 42 | 66 |
| Other and indefinite | 1 | 6 | 2 | 4 |
| TOTAL | 100 | 100 | 100 | 100 |

[1] Excluding A.C.T.

## TABLE 13 — LABOUR FORCE OF THE WOLLONGONG DISTRICT EMPLOYMENT OFFICE AREA AND NEW SOUTH WALES, BY MAJOR OCCUPATIONAL GROUPS, 1966 CENSUS

| Major occupational group | Wollongong | | New South Wales [1] | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Professional, technical, administrative and executive | 11 | 15 | 16 | 15 |
| Clerical | 6 | 25 | 8 | 31 |
| Sales | 4 | 17 | 6 | 12 |
| Farmers, miners, etc. | 7 | 1 | 9 | 4 |
| Craftsmen, process workers, labourers | 61 | 16 | 45 | 17 |
| Service, sport and recreation | 3 | 18 | 4 | 15 |
| Other (incl. armed services) | 8 | 8 | 12 | 6 |
| TOTAL | 100 | 100 | 100 | 100 |

[1] Excluding A.C.T.

### Patterns of unemployment

At the date of the special survey, 13th June 1969, there were 694 females registered for full-time employment with the Wollongong District Employment Office. This represented about 3.5 per cent of the estimated female work force in the area; the estimated female unemployment rate for New South Wales at end-June 1969 was 1.2 per cent. Of the 694 registered in the area, 309, or about 45 per cent, were married women and 216 of these had children. Approximately 57 per cent of the unemployed were Australian-born, the rest comprising British and non-British migrants in equal ratios. The Australian-born proportion was higher among the non-married than among the married women.

Tables 14-18 give an analysis of the unemployed females registered (married and non-married separately), according to age, duration of registration, education, occupation and main reason for non-placement in employment.

Table 14 shows that, unlike the situation in Newcastle, most of the unemployed females were adults, only 38 per cent being under 21. This reflects the high proportion of married women amongst the registrants, especially in the group, 35-49 years of age.

Table 15 shows that 91 per cent had not progressed beyond third year of high school; 13 per cent had only primary education and none had reached tertiary levels.

It is evident from Table 16(a) that a high proportion of the females had been registered for only a relatively short period. More than half (57 per cent) had been registered for less than one month, and 83 per cent for less than three months. Few (9 per cent) had been registered for six months or longer, and they were mostly non-married females.

***Females Registered as Unemployed at Wollongong District Employment Office — 13th June 1969***

**TABLE 14 — AGE DISTRIBUTION**

| Age group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 21 .... .... .... | 22 | 7 | 241 | 62 | 263 | 38 |
| 21 — 24 .... .... .... | 38 | 12 | 57 | 15 | 95 | 14 |
| 25 — 34 .... .... .... | 89 | 29 | 31 | 8 | 120 | 17 |
| 35 — 49 .... .... .... | 149 | 48 | 41 | 11 | 190 | 27 |
| 50 and over .... .... | 11 | 4 | 15 | 4 | 26 | 4 |
| TOTAL .... .... | 309 | 100 | 385 | 100 | 694 | 100 |

**TABLE 15 — LEVEL OF EDUCATION COMPLETED**

| Education level | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Primary .... .... .... | 46 | 15 | 40 | 10 | 86 | 13 |
| Secondary — 1 year .... | 32 | 10 | 37 | 10 | 69 | 10 |
| — 2 years .. | 142 | 46 | 130 | 34 | 272 | 39 |
| — 3 years .. | 70 | 23 | 133 | 34 | 203 | 29 |
| — 4 or more | 19 | 6 | 45 | 12 | 64 | 9 |
| Tertiary .... .... .... | — | — | — | — | — | — |
| TOTAL .... .... | 309 | 100 | 385 | 100 | 694 | 100 |

**TABLE 16 — DURATION OF REGISTRATION**

(a) By marital status

| Duration of registration | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month .. .... | 217 | 70 | 178 | 46 | 395 | 57 |
| 1 month and under 3 .. | 79 | 26 | 102 | 26 | 181 | 26 |
| 3 months and under 6 | 6 | 2 | 52 | 14 | 58 | 8 |
| 6 months and over .... | 7 | 2 | 53 | 14 | 60 | 9 |
| TOTAL .... .... | 309 | 100 | 385 | 100 | 694 | 100 |

(b) By age

| Duration of registration | Adults | | Juniors (under 21) | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month .. .... | 257 | 59 | 138 | 53 | 395 | 57 |
| 1 month and under 3 | 115 | 27 | 66 | 25 | 181 | 26 |
| 3 months and under 6 | 26 | 6 | 32 | 12 | 58 | 8 |
| 6 months and over .... | 33 | 8 | 27 | 10 | 60 | 9 |
| TOTAL .... .... | 431 | 100 | 263 | 100 | 694 | 100 |

Table 16(b) shows that girls were registered for longer periods than adults. In particular, 22 per cent of girls were registered for three months or longer compared with only 14 per cent of adults.

Table 17 shows that, as in Newcastle, the largest numbers of females (40 per cent) were registered in the broad occupational group "Clerical and Administrative", seeking mainly sales positions. On the other hand, unlike the situation in Newcastle, considerable numbers also sought semi-skilled factory work (31 per cent).

Lack of suitable work within reasonable travelling distance was assessed by the District Officer as being the principal reason delaying placement of most (77 per cent) of the unemployed. This is evident from Table 18, which also shows that lack of English was the next major factor accounting for difficulty in placement.

***Females Registered as Unemployed at Wollongong District Employment Office — 13th June 1969***

## TABLE 17 — MAJOR OCCUPATIONAL GROUPS

| Occupational group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Professional | 3 | 1 | 6 | 2 | 9 | 1 |
| Clerical and administrative | | | | | | |
| — Typists | 13 | 4 | 3 | 1 | 16 | 2 |
| — Sales | 33 | 11 | 130 | 34 | 163 | 24 |
| — Other | 54 | 17 | 45 | 11 | 99 | 14 |
| Sub-total: clerical and administrative | 100 | 32 | 178 | 46 | 278 | 40 |
| Skilled manual | — | — | — | — | — | — |
| Semi-skilled factory | 91 | 30 | 125 | 32 | 216 | 31 |
| Unskilled and service | 115 | 37 | 76 | 20 | 191 | 28 |
| TOTAL | 309 | 100 | 385 | 100 | 694 | 100 |

## TABLE 18 — MAIN REASON FOR NON-PLACEMENT

| Reason | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| No suitable work within reasonable travelling distance | 253 | 82 | 278 | 72 | 531 | 77 |
| Unable or unwilling to travel reasonable distance | — | — | 3 | 1 | 3 | * |
| Education, skill or experience not acceptable to employers | — | — | 8 | 2 | 8 | 1 |
| Personal characteristics | | | | | | |
| — Age | 7 | 2 | 5 | 1 | 12 | 2 |
| — Physical/mental condition | 8 | 3 | 31 | 8 | 39 | 5 |
| — Lack of English | 28 | 9 | 25 | 7 | 53 | 8 |
| — Other | 13 | 4 | 35 | 9 | 48 | 7 |
| Sub-total: personal characteristics | 56 | 18 | 96 | 25 | 152 | 22 |
| TOTAL | 309 | 100 | 385 | 100 | 694 | 100 |

* Less than 0.5%

**Females seeking part-time employment**

The survey showed that at 13th June 1969, there were 83 females registered for part-time employment with the Wollongong District Employment Office. Most of these (57) were married women.

The characteristics of the females seeking part-time work were broadly the same as those for the women registered for full-time employment. However, those seeking part-time work were generally older, including a higher proportion of married women with children. In contrast with the females registered for full-time employment relatively few of the part-time job-seekers were seeking factory work; they were registered chiefly for unskilled and service positions and, to a lesser extent, for clerical and sales work.

## *GEELONG — VICTORIA*

**Patterns of employment**

The city of Geelong is situated 45 miles south-west of Melbourne on Corio Bay, with good road and rail connections with Melbourne. The District Employment Office at Geelong serves an area of some 3,000 square miles, including the cities of Geelong, Geelong West, Newtown and Colac, the Borough of Queenscliffe and the Shires of Bannockburn, Barrabool, Bellarine, Colac, Corio, Leigh, Otway, South Barwon and Winchelsea.

At the end of June 1969, the population of the District Employment office area was estimated[1] at 161,300 of whom 79,800 were females. At the 1966 Census approximately 18 per cent of the female population were born outside Australia, only a slightly larger proportion than for Australia as a whole (17 per cent). The labour force of the District Office area was estimated[2] at end-June 1969 to be about 63,600 of whom 18,200 were females.

The distribution of the labour force in the District by major industry and occupational groups is shown in Tables 19 and 20. For purposes of comparison the distribution for Victoria as a whole is also shown.

Manufacturing in the Geelong Employment District covers chiefly motor vehicles and components, agricultural machinery, petroleum and petroleum by-products, cement, aluminium, clothing, textiles, footwear, glass, fertilisers and food.

Textiles, clothing and footwear offer most employment opportunities for females in manufacturing. However, taken overall, tertiary industries provide the bulk of employment for females particularly in retailing, finance and property, and in community and business services, including health, education, and local government. This is evident from Table 19 which also shows that in the Geelong area the proportion of the female labour force in tertiary industries is slightly higher than the corresponding proportion for Victoria as a whole.

1 Source: Commonwealth Statistician.
2 Estimates calculated by adjusting 1966 Census labour force participation rates in the light of recent experience and applying these rates to latest available population data.

Above: *A meat packing factory at North Geelong, providing employment for both men and women.*

Below: *Inspection of textiles in a Geelong factory.*

*The textile industry, especially wool textiles, has been a traditional employer of women in the Geelong area.*

**TABLE 19 — LABOUR FORCE OF THE GEELONG DISTRICT EMPLOYMENT OFFICE AREA AND VICTORIA, BY MAJOR INDUSTRY GROUPS, 1966 CENSUS**

| Major Industry Group | Geelong | | Victoria | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Primary production, mining, etc. .... | 12 | 6 | 10 | 5 |
| Manufacturing .... .... .... .... .... | 39 | 23 | 36 | 30 |
| Building and construction .... .... .... | 13 | 1 | 11 | 1 |
| Tertiary .... .... .... .... .... .... | 35 | 64 | 42 | 61 |
| Other and indefinite .... .... .... .... | 1 | 6 | 1 | 3 |
| TOTAL .... .... .... .... .... | 100 | 100 | 100 | 100 |

**TABLE 20 — LABOUR FORCE OF THE GEELONG DISTRICT EMPLOYMENT OFFICE AREA AND VICTORIA, BY MAJOR OCCUPATIONAL GROUPS, 1966 CENSUS**

| Major Occupational Group | Geelong | | Victoria | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Professional, technical, administrative and executive .... .... .... .... .... | 14 | 17 | 16 | 15 |
| Clerical .... .... .... .... .... .... .... | 6 | 22 | 9 | 29 |
| Sales .... .... .... .... .... .... .... | 5 | 14 | 6 | 11 |
| Farmers, miners, etc. .... .... .... .... | 13 | 6 | 10 | 4 |
| Craftsmen, process workers, labourers | 51 | 18 | 45 | 22 |
| Service, sports and recreation .. .... .... | 3 | 16 | 4 | 14 |
| Other (incl. armed services) .... .... .... | 8 | 7 | 10 | 5 |
| TOTAL .... .... .... .... .... .... | 100 | 100 | 100 | 100 |

The largest individual employers of male labour in the area are engaged in the production of motor vehicles and components, agricultural machinery and aluminium. Variations in the levels of activity in these firms tend to have a marked effect on the labour market in the District. However, females represent less than 5 per cent of their total employment.

Employment in Geelong is also affected both directly and indirectly by seasonal fluctuations in activity in the production of fertilisers, meat packing and wool stores.

**Patterns of unemployment**

At the date of the survey, 13th June 1969, there were 706 females registered for full-time employment with the Geelong District Office of the Commonwealth Employment Service. This represented 3.9 per cent of the estimated female labour force of the area; the estimated female unemployment rate for Victoria at end-June 1969 was 1.0 per cent. Of the 706 registered in the area 280 or 40 per cent were married and 189 of these had children. About 59 per cent of the registered unemployed were Australian-born — very similar to the proportion in Wollongong but much lower than in Newcastle.

Tables 21-25 show an analysis of the unemployed females registered (married and non-married separately), according to age, duration of registration, education, occupation and main reason for non-placement in employment.

***Females Registered as Unemployed at Geelong District Employment Office — 13th June 1969***

## TABLE 21 — AGE DISTRIBUTION

| Age group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 21 .... .... .... | 18 | 6 | 251 | 59 | 269 | 38 |
| 21 — 24 .... .... .... | 54 | 19 | 56 | 13 | 110 | 15 |
| 25 — 34 .... .... .... | 69 | 25 | 28 | 7 | 97 | 14 |
| 35 — 49 .... .... .... | 125 | 45 | 56 | 13 | 181 | 26 |
| 50 and over .... .... | 14 | 5 | 35 | 8 | 49 | 7 |
| TOTAL .... .... | 280 | 100 | 426 | 100 | 706 | 100 |

## TABLE 22 — LEVEL OF EDUCATION COMPLETED

| Education level | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Primary .... .... .... .... | 133 | 48 | 80 | 19 | 213 | 30 |
| Secondary — 1 year .. .... | 49 | 17 | 21 | 5 | 70 | 10 |
| — 2 years .. .... | 34 | 12 | 107 | 25 | 141 | 20 |
| — 3 years .. .... | 19 | 7 | 99 | 23 | 118 | 17 |
| — 4 or more .... | 44 | 16 | 117 | 27 | 161 | 23 |
| Tertiary .... .... .... .... | 1 | * | 2 | 1 | 3 | * |
| TOTAL .... .... .... | 280 | 100 | 426 | 100 | 706 | 100 |

* Less than 0.5%

## TABLE 23 — DURATION OF REGISTRATION

(a) By marital status

| Duration of registration | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month .... .... | 152 | 54 | 132 | 31 | 284 | 40 |
| 1 month and under 3 | 93 | 33 | 133 | 31 | 226 | 32 |
| 3 months and under 6 | 28 | 10 | 79 | 19 | 107 | 15 |
| 6 months and over .... | 7 | 3 | 82 | 19 | 89 | 13 |
| TOTAL .... .... | 280 | 100 | 426 | 100 | 706 | 100 |

(b) By age

| Duration of registration | Adults | | Juniors (under 21) | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month .... .... | 191 | 44 | 93 | 35 | 284 | 40 |
| 1 month and under 3 | 134 | 31 | 92 | 34 | 226 | 32 |
| 3 months and under 6 | 59 | 13 | 48 | 18 | 107 | 15 |
| 6 months and over .... | 53 | 12 | 36 | 13 | 89 | 13 |
| TOTAL .... .... | 437 | 100 | 269 | 100 | 706 | 100 |

Table 21 shows that nearly two-thirds of the unemployed females were adults with approximately a quarter aged between 35 and 49 years. This latter group were mainly married women. The 38 per cent who were under 21 were chiefly single girls.

Of the females registered, 77 per cent had not progressed beyond third year high school, and 30 per cent had only primary education. Non-married females tended to have higher educational qualifications than the married women, almost half of whom had only primary schooling (Table 22).

Nearly three-quarters of the unemployed had been registered for less than three months and 40 per cent for less than one month. Table 23(a) also shows that 13 per cent had been registered for six months or longer (almost all were non-married).

As in Newcastle and Wollongong girls tended to be registered for longer periods than adults. Table 23(b) shows that 31 per cent of girls under 21, compared with 25 per cent of adults were registered for three months or longer.

***Females Registered as Unemployed at Geelong District Employment Office—13 June 1969***

**TABLE 24 — MAJOR OCCUPATIONAL GROUPS**

| Occupational group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Professional | 7 | 2 | 4 | 1 | 11 | 1 |
| Clerical and administrative | | | | | | |
| — Typists | 16 | 6 | 36 | 8 | 52 | 7 |
| — Sales | 27 | 10 | 122 | 29 | 149 | 21 |
| — Other | 32 | 11 | 36 | 8 | 68 | 10 |
| Sub-total: clerical and administrative | 75 | 27 | 194 | 45 | 269 | 38 |
| Skilled manual | 2 | 1 | 4 | 1 | 6 | 1 |
| Semi-skilled factory | 150 | 54 | 109 | 26 | 259 | 37 |
| Unskilled and service | 46 | 16 | 115 | 27 | 161 | 23 |
| TOTAL | 280 | 100 | 426 | 100 | 706 | 100 |

**TABLE 25 — MAIN REASON FOR NON-PLACEMENT**

| Reason | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| No suitable work within reasonable travelling distance | 181 | 64 | 258 | 61 | 439 | 62 |
| Unable or unwilling to travel reasonable distance | 5 | 2 | — | — | 5 | 1 |
| Education, skill or experience not acceptable to employers | 10 | 4 | 12 | 3 | 22 | 3 |
| Personal characteristics | | | | | | |
| — Age | 33 | 12 | 23 | 5 | 56 | 8 |
| — Physical/mental condition | 8 | 3 | 44 | 10 | 52 | 7 |
| — Lack of English | 35 | 12 | 33 | 8 | 68 | 10 |
| — Other | 8 | 3 | 56 | 13 | 64 | 9 |
| Sub-total: personal characteristics | 84 | 30 | 156 | 36 | 240 | 34 |
| TOTAL | 280 | 100 | 426 | 100 | 706 | 100 |

Of the females registered, most — as shown in Table 24 — were seeking sales and office positions (38 per cent), or semi-skilled factory work (37 per cent). A smaller group (23 per cent) sought unskilled or service positions. Among the married women over half sought factory work, whereas by far the largest group of non-married females sought sales and office work.

Nearly two-thirds of the unemployed were considered by the Geelong District Officer to be unplaced chiefly because of a lack of suitable work within reasonable travelling distance. Most of the others were considered to be unplaced for a variety of personal factors, with lack of English being the single largest factor (see Table 25).

**Females seeking part-time employment**

The survey showed that at the 13th June 1969, there were 105 females registered for part-time employment with the Geelong District Employment Office. Most of these (92) were married women.

The characteristics of females seeking part-time employment were broadly similar to those registered for full-time work. The major differences were that those seeking part-time jobs were generally older, and a higher proportion placed restrictions on their availability for employment, no doubt because they were mainly married women with children. More than half were seeking unskilled employment, chiefly as domestics.

## *ELIZABETH — SOUTH AUSTRALIA*

**Patterns of employment**

The city of Elizabeth is located 17 miles north of Adelaide, with good road and rail connections. At the time of the survey the District Employment Office at Elizabeth served an area extending more than 50 miles north of that town, and covered an area of almost 3,500 square miles.[1] In order to bring the employment situation in the Elizabeth area itself into better perspective, the information collected for this study related only to the city of Elizabeth and its immediate environs. The latter include the northern half of the District Council area of Salisbury, the town of Salisbury and most of the District Council area of Munno Para.

At the end of June 1969 it was estimated[2] that the population of the Elizabeth area (as defined above) was approximately 74,600, of whom 36,700 were females. A feature of the area is the high proportion of migrants among the female population. At the 1966 Census about 52 per cent of the female population in the area were born outside Australia, a noticeably higher proportion than the Australian figure of 17 per cent. It is estimated[3] that there were about 28,600 persons in the labour force of the area at June 1969, and 8,700 of these were females.

[1] As from 29th September 1969, a separate District Employment Office was established at Gawler. This previously had operated as a Branch Office of the Elizabeth District Employment Office.

[2] Source: Commonwealth Statistician.

[3] Estimates calculated by adjusting 1966 Census labour force participation rates in the light of recent experience and applying these rates to latest available population data.

*An aerial view of industrial establishments at Elizabeth.*

*Industry at Elizabeth has grown rapidly but in June 1969 seven per cent of the female work force were registered with the Commonwealth Employment Service for full-time work.*

## TABLE 26 — LABOUR FORCE OF THE ELIZABETH DISTRICT EMPLOYMENT OFFICE AREA AND SOUTH AUSTRALIA, BY MAJOR INDUSTRY GROUPS, 1966 CENSUS

| Major industry group | Elizabeth | | South Australia | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Primary production, mining, etc. .... | 4 | 4 | 13 | 7 |
| Manufacturing .... .... .... .... .... | 51 | 30 | 35 | 19 |
| Building and construction .. .... .... | 13 | 1 | 12 | 1 |
| Tertiary .... .... .... .... .... .... | 31 | 60 | 39 | 69 |
| Other and indefinite .... .... .... .... | 1 | 5 | 1 | 4 |
| TOTAL .... .... .... .... .... | 100 | 100 | 100 | 100 |

## TABLE 27 — LABOUR FORCE OF THE ELIZABETH DISTRICT EMPLOYMENT OFFICE AREA AND SOUTH AUSTRALIA, BY MAJOR OCCUPATIONAL GROUPS, 1966 CENSUS

| Major occupational group | Elizabeth | | South Australia | |
|---|---|---|---|---|
| | Males % | Females % | Males % | Females % |
| Professional, technical, administrative and executive .... .... .... .... .... | 12 | 12 | 15 | 17 |
| Clerical .... .... .... .... .... .... .... | 7 | 26 | 8 | 27 |
| Sales .... .... .... .... .... .... .... | 4 | 17 | 5 | 15 |
| Farmers, miners, etc. .... .... .... .... | 5 | 4 | 13 | 6 |
| Craftsmen, process workers, labourers .. | 57 | 18 | 45 | 12 |
| Service, sports and recreation .. .... .... | 4 | 16 | 4 | 17 |
| Other (incl. armed services) .... .... .... | 11 | 7 | 10 | 6 |
| TOTAL .... .... ... .... .... .... | 100 | 100 | 100 | 100 |

The major manufacturing firms in the Elizabeth area are engaged in the production of motor vehicles and their components, electrical and electronic equipment, household appliances, wire, metal tubing and prefabricated steel, tyres and other rubber goods, cement, clothing and food.

As shown in Table 26, manufacturing industry employs a not inconsiderable proportion of the female labour force of the area — 30 per cent as compared with 19 per cent for the corresponding State figure. The major avenues for the employment of females in manufacturing are clothing, electrical appliances and equipment, and food.

Tertiary industries in the area employ a somewhat smaller proportion of the female labour force than is the case in South Australia as a whole (60 per cent as against 69 per cent); nevertheless, they provide employment for a considerable number of females — principally in the retail trade and community services such as local government, health and education.

Firms engaged in the manufacture of motor vehicles and components, and the government research establishment and its associated suppliers of electronic equipment and aircraft components are the largest individual employers of male labour in the area. Fluctuations in employment in these firms have a marked effect on the local employment situation. However, females

comprise only slightly more than 12 per cent of employment in these establishments.

**Patterns of unemployment**

At the date of the special survey, 13th June 1969, there were 620 females registered for full-time employment with the Elizabeth District Office of the Commonwealth Employment Service. This represented about 7.1 per cent of the estimated female labour force of the area, compared with 1.8 per cent for South Australia at end-June 1969. Of the 620 registered, 368 or almost 60 per cent were married women, and 294 of these had children. A high proportion (70 per cent) of the registered unemployed were not Australian-born, most being migrants from Britain.

Tables 28-32 show an analysis of the unemployed females registered (married and non-married separately), according to age, duration of registration, education, occupation and main reason for non-placement in employment.

***Females Registered as Unemployed at Elizabeth District Employment Office — 13th June 1969***

**TABLE 28 — AGE DISTRIBUTION**

| Age group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 21 .... .... .... | 22 | 6 | 180 | 71 | 202 | 33 |
| 21 — 24 .... .... .... | 52 | 14 | 19 | 8 | 71 | 11 |
| 25 — 34 .... .... .... | 111 | 30 | 21 | 8 | 132 | 21 |
| 35 — 49 .... .... .... | 174 | 47 | 22 | 9 | 196 | 32 |
| 50 and over .... .... | 9 | 3 | 10 | 4 | 19 | 3 |
| TOTAL .. ..... ..... | 368 | 100 | 252 | 100 | 620 | 100 |

**TABLE 29 — LEVEL OF EDUCATION COMPLETED**

| Education level | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Primary .... .... .... .... | 64 | 17 | 47 | 19 | 111 | 18 |
| Secondary — 1 year .. .... | 44 | 12 | 31 | 12 | 75 | 12 |
| — 2 years .. .... | 121 | 33 | 74 | 29 | 195 | 31 |
| — 3 years .. .... | 105 | 29 | 72 | 29 | 177 | 29 |
| — 4 or more .... | 34 | 9 | 28 | 11 | 62 | 10 |
| Tertiary .... .... .... .... | — | — | — | — | — | — |
| TOTAL .. ..... ..... .... | 368 | 100 | 252 | 100 | 620 | 100 |

Table 28 shows that more than two-thirds of the unemployed females were adults and a substantial proportion of the unemployed (32 per cent) were aged between 35 and 49 years — these were largely married women.

Table 29 shows that 90 per cent of the unemployed had not progressed beyond the third year of secondary education, and 18 per cent had only primary education.

It can be seen from Table 30(a) that almost three-quarters of the unemployed had been registered for three months or less, and about one-third had been registered for less than one month. Of the 8 per cent registered for six months or longer, most were non-married females.

The period of registration for girls was only slightly longer than the period for adult women. Table 30(b) shows 29 per cent of girls, compared with 26 per cent of adults, registered for three months or longer.

***Females Registered as Unemployed at Elizabeth District Employment Office — 13th June 1969***

## TABLE 30 — DURATION OF REGISTRATION

(a) By marital status

| Duration of registration | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month | 134 | 36 | 74 | 29 | 208 | 34 |
| 1 month and under 3 | 158 | 43 | 87 | 35 | 245 | 39 |
| 3 months and under 6 | 66 | 18 | 53 | 21 | 119 | 19 |
| 6 months and over | 10 | 3 | 38 | 15 | 48 | 8 |
| TOTAL | 368 | 100 | 252 | 100 | 620 | 100 |

(b) By age

| Duration of registration | Adults | | Juniors (under 21) | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Under 1 month | 140 | 34 | 68 | 34 | 208 | 34 |
| 1 month and under 3 | 169 | 40 | 76 | 37 | 245 | 39 |
| 3 months and under 6 | 79 | 19 | 40 | 20 | 119 | 19 |
| 6 months and over | 30 | 7 | 18 | 9 | 48 | 8 |
| TOTAL | 418 | 100 | 202 | 100 | 620 | 100 |

## TABLE 31 — MAJOR OCCUPATIONAL GROUPS

| Occupational group | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Professional | 9 | 3 | 3 | 1 | 12 | 2 |
| Clerical and administrative | | | | | | |
| — Typists | 45 | 12 | 43 | 17 | 88 | 14 |
| — Sales | 59 | 16 | 65 | 26 | 124 | 20 |
| — Other | 44 | 12 | 31 | 12 | 75 | 12 |
| Sub-total: clerical and administrative | 148 | 40 | 139 | 55 | 287 | 46 |
| Skilled manual | 6 | 2 | — | — | 6 | 1 |
| Semi-skilled factory | 163 | 44 | 73 | 29 | 236 | 38 |
| Unskilled and service | 42 | 11 | 37 | 15 | 79 | 13 |
| TOTAL | 368 | 100 | 252 | 100 | 620 | 100 |

As shown in Table 31 most of the unemployed were registered for sales and office work (46 per cent), particularly for sales positions, and for semi-skilled factory work (38 per cent). Only a small proportion (13 per cent) were registered for unskilled and service positions.

Lack of suitable work within reasonable travelling distance was assessed by the District Officer as the main reason for non-placement of 61 per cent of the unemployed. Table 32 also shows that a further 22 per cent, most of whom were married women, were assessed as unplaced because they were unable or unwilling to travel outside the area, e.g. to Adelaide, even if employment were available. Comparatively few were considered to be unplaced for other reasons.

***Females Registered as Unemployed at Elizabeth District Employment Office — 13th June 1969***

## TABLE 32 — MAIN REASON FOR NON-PLACEMENT

| Reason | Married | | Non-married | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| No suitable work within reasonable travelling distance .... .... .... | 238 | 65 | 140 | 55 | 378 | 61 |
| Unable or unwilling to travel reasonable distance .. .... .... .... | 111 | 30 | 27 | 11 | 138 | 22 |
| Education, skill or experience not acceptable to employers .... | — | — | 15 | 6 | 15 | 3 |
| Personal characteristics | | | | | | |
| — Age .... .... .... | 6 | 2 | 7 | 3 | 13 | 2 |
| — Physical/mental condition .... .... | 5 | 1 | 25 | 10 | 30 | 5 |
| — Lack of English .... | 3 | 1 | 11 | 4 | 14 | 2 |
| — Other .. .... .... | 5 | 1 | 27 | 11 | 32 | 5 |
| Sub-total: personal characteristics .... .... | 19 | 5 | 70 | 28 | 89 | 14 |
| TOTAL .. .... .... | 368 | 100 | 252 | 100 | 620 | 100 |

**Females seeking part-time employment**

The survey showed that at 13th June 1969 there were 44 females registered for part-time employment with the Elizabeth District Employment Office. Most of these (35) were married women.

Generally, the characteristics of those seeking part-time work were the same as those registered for full-time employment. However, a higher proportion of females seeking part-time employment had only a primary education, and tended to seek unskilled and service work rather than office, sales or factory positions.